

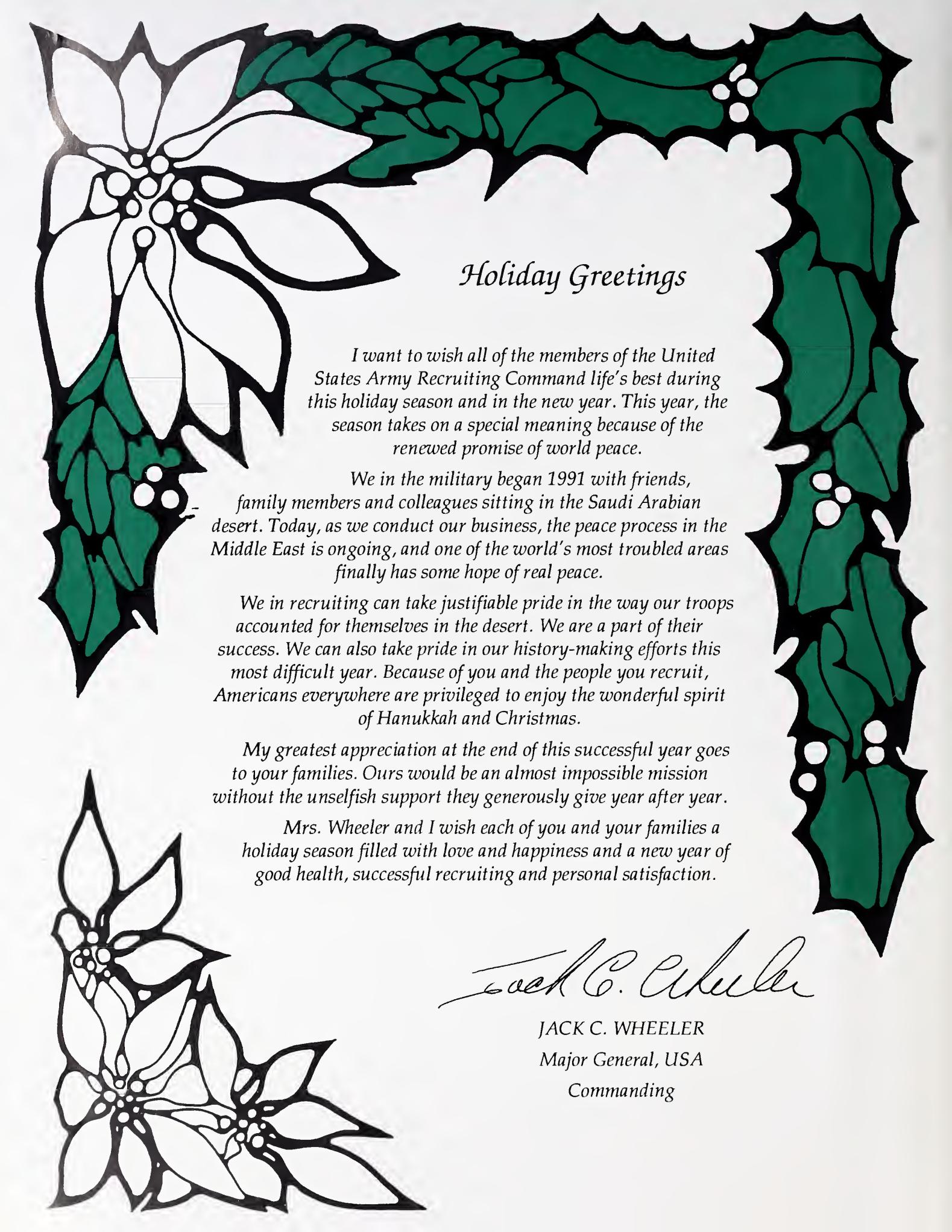
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USAREC

December 1991

# Recruiter Journal





## *Holiday Greetings*

*I want to wish all of the members of the United States Army Recruiting Command life's best during this holiday season and in the new year. This year, the season takes on a special meaning because of the renewed promise of world peace.*

*We in the military began 1991 with friends, family members and colleagues sitting in the Saudi Arabian desert. Today, as we conduct our business, the peace process in the Middle East is ongoing, and one of the world's most troubled areas finally has some hope of real peace.*

*We in recruiting can take justifiable pride in the way our troops accounted for themselves in the desert. We are a part of their success. We can also take pride in our history-making efforts this most difficult year. Because of you and the people you recruit, Americans everywhere are privileged to enjoy the wonderful spirit of Hanukkah and Christmas.*

*My greatest appreciation at the end of this successful year goes to your families. Ours would be an almost impossible mission without the unselfish support they generously give year after year.*

*Mrs. Wheeler and I wish each of you and your families a holiday season filled with love and happiness and a new year of good health, successful recruiting and personal satisfaction.*



JACK C. WHEELER

Major General, USA

Commanding

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FLARE

# USAREC Recruiter Journal December 1991

Collector's Edition 1991



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Cover photos of the Chicago Welcome Home Parade  
May 10, 1991

by CPT Steve Lambert, an AGR officer with HQ  
USAREC A&PA, Production Control

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## USAR warrant officer openings

■ USAR recruiters who have warrant officer unit vacancies in their area, and who have talked to enlisted members expressing a desire to pursue a career as a warrant officer, should contact HQ USAREC. A new streamlined application and processing program has been developed that will assist you in filling in those vacancies. For more details, contact Reserve Affairs Directorate, at DSN 459-7085/2080/7276/7275, or 1-800-223-3735, ext. 7086/2080/7276.

## ACAP and JACs

■ The Army Career and Alumni Program is designed to serve Army soldiers, civilians, and their family members.

ACAP synchronizes current transition services and adds to selected installations ACAP Transition Assistance Offices (TAOs) and contracted Job Assistance Centers (JACs).

Transition Assistance Office personnel evaluate clients' needs and prepare individualized transition plans. Guidebooks which impart valuable information on transition services and benefits are provided.

The Job Assistance Center is a contractor operated facility. This facility provides ongoing standardized job search skills training, individual assistance and counseling, workshops and seminars, and one-stop job-hunting activities.

While ACAP is not a job placement program, referrals to employers via the Army Employer Network will be one of

its services. Individual counselors will be available to provide personalized counseling as well as individual needs assessment. A reference library is available for use. A total of 55 JACs were operational by 1 November 1991.

Mobile services are available for smaller installations and to assist at sites with significant involuntary separations.

The program promotes the ability to both recruit and retain a quality force in the years ahead by proving the "Army takes care of its own."

## ARADS tips

■ Recruiter reminder: Every tester must be projected before the test if you want to get the test scores back via ARADS, whether he or she tests at the MEPS or at a MET site. Printing the automated 714 for a tester does not automatically project the tester into ARADS. The station commander must complete the process by transmitting the record to the ARADS Regional Data Center (RDC) before the test. ARADS has provided test scores to numerous recruiters within a few hours after the test; however, it only works if the record is sent to ARADS before the test.

A station commander question: When you log into the ARADS RDC to get your files, do you use the Receive Data option, Recover Recover and Receive Data option, or the Send and Receive Data option? Answer: You should only use the Send and Receive Data option or the Receive Data option. You should not use the Recover and Receive Data option unless you suspect a file was lost during

transmission. The Recover and Receive Data option allows you to get (recover) all files that were sent to your JOIN within the last 24 hours.

## Recruiting 2000

■ The "Best of the Best" Conference, to be held in Orlando, 21-24 Jan, will include two strategic planning sessions for Recruiting 2000. Selected at random, 48 recruiters will take part in a high-tech, computer-generated brainstorming process called "Team Focus" from IBM. Those not involved in the Team Focus groups will participate in a traditional brain-storming session to validate recruiter functions.

CPT Gary Minadeo of the Strategic Planning Branch, PAE, HQ USAREC, reports a tremendous response to the survey published in last month's *Journal*.

"We really appreciate recruiters taking the time to think about this critical subject and sending us their thoughts. I urge all recruiters to get in touch with their Best of the Best representatives, to make sure they understand your viewpoints," says Minadeo. "We need to know what you, the recruiter, think you need to do your job more effectively and efficiently."

Minadeo says Recruiting 2000 plans for the Best of the Best Conference also include discussions on what non-automation changes can be made in USAREC to help recruiters work better, and then what hardware/equipment will be required to make this future vision work.

Best of the Best, come prepared to affect the future of Army recruiting.

# *The way I see it . . .*

Vision implies change. Change is upon us. We are better off to participate in change and to help shape it than to be dragged along by change. You can help shape the future and make it better. You know your job better than anyone. What are your ideas for improving operations? Share them on the space below and mail this according to the instruction on the back of this form, postage free. Please be as detailed as possible when citing examples for improvement. Recruiters, support staff and family members are encouraged to use this space to voice ideas and concerns. If you desire a direct response to your comments or suggestions, please include your name and address. Names are not required.



Teamwork: Working together as a team we can accomplish more than working as individuals. Share your vision for the future of the U.S. Army Recruiting Command. All forms are mailed to and received directly by the U.S. Army Recruiting Command Chief of Staff, Fort Sheridan, Ill.

HQ USAREC Fm 1825, 1 Jan 91

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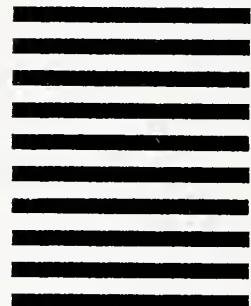
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# 1st U.S. Army Recruiting Brigade

Year-end statistics placed the 1st Brigade in the number one spot for Regular Army quality production, making it the top brigade in USAREC. Brigade statistics showed that 97.2 percent of all new recruits were high school graduates. It didn't stop there, 1st Brigade was number one in GSMA, GSA and WOFT. The 1st Brigade made recruiting history by writing 1,821 Reserve contracts in the month of September and 1,482 Regular Army contracts resulting in RA Box and USAR Volume.

In addition to finishing the year on top, 1st Brigade made 4th quarter Regular Army box, USAR volume, RA nurse box, and Army Reserve nurse volume. All of this was accomplished while inactivating 2 battalions, 15 companies, 95 recruiting stations and losing 175 on-production recruiter authorizations.

## Top RA Recruiter

**SGT James G. Mann**, of the Harrisburg Battalion, is the 1st Recruiting Brigade's top RA recruiter. A new kid on the block, Mann has only been in recruiting for 2 years. The youngest of eight children, he enlisted into the Army right out of high school in his hometown of Nutley, New Jersey. A recruiter in the Altoona Recruiting Station, he is married and has a 19-month-old daughter, Sarah. He attributes his success to his belief in himself and his commitment to doing the best job he can and doing it as hard as he can. "I love the Army. It's a good way of life," he explained. "It provided me with the opportunity to be on my own and find my own way." Mann's short term goal is to continue being successful. For the long term, he is focused on a law degree.

## Top USAR Recruiter

**SSG Arthur Robinson** of the Greece Recruiting Station, Syracuse Battalion, is the top USAR recruiter from the 1st Recruiting Brigade. This is the third year in a row that the top Reserve recruiter came from the Syracuse Battalion. Robinson owes his success to one simple trait — determination. "I'm very determined. I look at what I have to do for the month; review the people that I have lined up; determine who could possibly enlist and I then put a

lot of effort into those candidates," he said. With more than 10 years in the Army, 4 of them as an AGR recruiter, Robinson has an eye to the future. "I hope to finish my associate degree and ultimately advance to the rank of sergeant major before I retire," he explained. A native of Lisbon, New York, his hobbies include antique cars, particularly convertibles.

## Top Guidance Counselor

**SFC James Ryan**, Guidance Counselor of the Year from the Albany Battalion, is a former recruiter, station commander and company RT. A 6-year veteran of recruiting, Ryan describes the main ingredient for his success as "giving it everything I've got and to go beyond what is required. That's what I believe in and that's what I've done ever since I came into the Army."

A native of Schenectady, N.Y., Ryan is a former tanker who plans to stay in recruiting. "Eventually, my goal is to be a sergeant major of a recruiting battalion and

make the battalion the most successful it has ever been." Ryan is married, and he and his wife Susan have two sons, Sean and James Jr.

## Top Reserve Nurse Recruiter

**SFC Harry R. Sowers Jr.**, of Harrisburg Battalion, says, "I think product knowledge, a very good work ethic and belief in what I'm promoting are the main contributing factors to my success." He continues, "Plus, I had no declinations this fiscal year."

After more than 4 years of recruiting, Sowers feels his biggest challenge for the coming year will be consistency. "Recruiting with integrity and honesty plus caring about the applicant will continue to make the difference and provide me with the edge to remain on top," he explained.

Married for 24 years, Sowers has two sons, one in the Army stationed in Germany, the other in the Army Reserves.



SGT James G. Mann



SFC Harry R. Sowers Jr.



SSG Arthur Robinson



SFC James Ryan

## ALBANY

Albany Battalion rose to the challenge in FY 91 by providing the strength during Operations Desert Shield/Storm. During the height of the conflict, Albany ranked in the top ten in USAREC in productivity and exceeded all quick-ship missions. While actively involved in Operation Thank You, Albany recruiters carried the Stay in School/Stay off Drugs message to schools and communities, with more than 650 video presentations and speeches made to students, educators, DEPs and COIs. Albany's three Mentors of the Year personified the role model relationship between students and recruiters, and 17 RA, five USAR and two nurse recruiters have achieved Best of the Best status.

### Attitude

**SFC Raymond Hill**, station commander in Fuerth (Germany) RS, says that success depends on one word: "Attitude!" He's been an RA recruiter for almost 7 years and has been in Europe for 2 years. "People come and go here so fast, we have to continuously build and rebuild rapport due to the high rotation rate. We recruiters have to rely on each other. SFC Duron and I are partners. Our teamwork makes it possible for us to remain positive and be successful."

### Product knowledge

**SFC Drue Michaud**, a native of Massachusetts, has been in the USAR for 6 years. He began as an infantryman and has been a recruiter for more than 2 years. His advice: "Learn the job! When you're conducting an interview, the more you know about available programs, the better you can meet the needs of the applicant and the more enlistments you get." He also credits teamwork for his success. "In Southbridge (Mass.) RS, RA and USAR work together!"

## BALTIMORE

The Baltimore Recruiting Battalion accomplished the RA mission, the RA and USAR nurse missions and battled for USAR volume. The battalion underwent a build down, which resulted in one less company and five fewer recruiting stations. However, our build down did not affect the territory or number of schools covered by the battalion. We now recruit the same area "smarter" with a leaner, meaner recruiting force.

The great looking, well spoken recruiters and commanders of Baltimore assisted with over 50 media interviews during the war and allowed for no negative publicity or slip-ups during this critical time of public awareness for the Army.

### Need for quality

**SFC Daniel J. Romanchik** has been recruiting for over 7 years and has been successful from the first day. He has a close network with the Reserve units for whom he recruits. Romanchik understands the need for quality soldiers in the local USAR units and strives to ensure this need is met. A recruiter in the Woodbridge, Va., station, Romanchik says that the reason he is successful is that he genuinely likes what he does. "I really believe in what I do and like helping both the applicant and the TPU," he says.

### Unobtrusive

**SFC William M. Smith** has had a banner year as a Regular Army recruiter in the Baltimore Battalion. He achieved over 242 percent of his GSA mission. Smith started FY 91 at the large District Heights, Md., station as a field recruiter and quickly showed his capability to excel as a station commander in the Prince Frederick, Md., station. Smith is quiet and unobtrusive in his manner with both applicants and COIs. His confident attitude encourage the trust of all around him.

## BRUNSWICK

In April 1991, the Brunswick and Boston Recruiting Battalions merged and became the largest battalion in the 1st Recruiting Brigade. The battalion's Stay in School/Stay off Drugs program was very successful this year. The governors of the states of Maine, New Hampshire, Massachusetts and Rhode Island, with mayors of large cities in each of the states supported the SIS/SOD program by proclaiming the 1991/92 school year as Stay in School/Stay off Drugs Year. The battalion commander presented A&PA's milk carton message suggestion to the CG, resulting in the Command getting behind the effort and supporting it. Milk carton panels with the Stay in School/Stay off Drugs message when printed will reach millions of New Englanders.

Numerous Desert Storm returnees participated in the hometown recruiter aide program. Many of them were put in front of radio microphones and television cameras during their duty as an aide. They all performed very well, resulting in a positive contribution to the recruiting effort.

### Top RA Recruiter

**SSG John T. Anderson** was the top RA producer for the Brunswick Battalion for FY 91. Anderson is assigned to the Plymouth Recruiting Station. He is a native of Huntsville, Ala., and a graduate of Hazel Green High School, Hazel Green, Ala. He enlisted in the Army in July 1985. The Army Achievement Medal, the Army Commendation Medal, and the Good Conduct Medal are some of the awards Anderson possesses. He is married to the former Kelly Miller and has a daughter, Brittnee.

### Top USAR Recruiter

**SFC Kenneth L. Selburg**, assigned to the Lawrence Recruiting Station, was the top USAR producer for the Brunswick Army Recruiting Battalion in FY 91. Selburg is a native of Peoria, Ill. He graduated from the Spaulding Institute High School located in Peoria, in 1956. He also attended Dayton University. He enlisted in the Army Reserve in 1973. Selburg was awarded the Army Achievement Medal, the Army Commendation Ribbon, the Armed Forces USAR medal and the Good Conduct Medal. Selburg has three children, Patrick, 24; Michelle, 22; and Allan, 18.



A "busted SCUD" missile, retrieved from Iraq, was displayed at the Schenectady Air Show in the Albany Battalion.

## HARRISBURG

The Blue Ribbon Battalion sponsored a high school Newspaper Editor's Tour and Press Conference involving 60 editors from schools throughout central Pennsylvania. After touring MEPS and attending a special luncheon, these editors participated in a press conference hosted by LTC Larry Wilcox. He opened the conference by showing "Tough Decisions" featuring Rich Mahorn of the Philadelphia 76ers; then was a presentation on Army opportunities and the Stay in School/Stay Off Drugs Program, followed by a question and answer session.

### New Recruiter of the Year

**SSG Johnny Head**, is an Army field recruiter at the Lancaster Army Recruiting Station, Lancaster, Pennsylvania, assigned to Harrisburg, Pennsylvania, recruiting battalion. Arriving in August 1990, he rapidly proved that he is motivated, intelligent and totally dedicated towards the Army's recruiting mission. In addition to his selection as New Recruiter of the Year, the gold badge was chosen as Top Army Recruiter of the Quarter for 4th quarter. Head and wife Sarah reside in Lancaster.

### USAR Recruiter

**SSG Mark A. Bennick**, Lebanon RS, was selected as the most outstanding Reserve Army recruiter in the Harrisburg Recruiting Battalion for his excellence in soldiering skills, recruiting proficiency, appearance and personal conduct. Bennick, who wears the gold badge, is very active in the local community. Bennick resides in Sunbury with his 7-year-old son, Troy.

### Top Guidance Counselor

**SFC Sherwood L. Stephens**, Wilkes-Barre MEPS, was selected as the most outstanding guidance counselor for his exemplary performance, credibility and ethical approach towards enlisting applicants and is well respected by the field force he so avidly supports. Stephens and his wife, Rebecca, reside in Wilke-Barre with their daughter, Jessica.

### Best of the Best

**SSG Arthur R. Belanger Jr.**, of the Carlisle (Pa.) Recruiting Station was the first recruiter in Harrisburg Battalion and the first recruiter in 1st Brigade to earn the title of "Best of the Best." Belanger earned that distinction by achieving mission box plus 200 percent GSA during the first month of the competition. By the end of the 4-month contest, he finished with mission box plus 366.7 percent GSA. The Carlisle Nurse Station also earned honors with 300 percent RA and 200 percent USAR nurse commission.

**SFC Harry R. Sowers Jr.**, Carlisle Nurse Station Reserve recruiter, earned "Best of the Best" status finishing with 200 percent USAR nurse commissions.

## NEWBURGH

In September, Newburgh Battalion kicked off its 91-92 Stay in School/Stay off Drugs program. The mayor of the city of Newburgh proclaimed September SIS/SOD month.

Newburgh Battalion hosted a "Salute to America's Youth" April 17-21 in Danbury, Conn. In addition to the 11 USAR units that participated, this event was supported by the New Haven Recruiting Company, the Army Nurse Corps, the RSC Cinema Van and the Fort Hamilton Rock Band.

### Top RA Recruiter

Newburgh Battalion's top RA recruiter for FY 91 is **SSG Kevin Nolan** of the New London Recruiting Station. Nolan entered the Army in 1983 and joined USAREC in 1989. Fourteen months later he earned his gold badge and in less than 3 years he earned his recruiter ring. Nolan, with wife Edith and 4-month-old son Stephen, will be leaving USAREC in 3 months to join the 95th MP Bn, Mannheim, Germany.

### Top USAR Recruiter

Newburgh Battalion's top USAR recruiter for FY 91 is **SGT Stanford Jones** of the Waterbury (Conn.) RS. Jones entered the Army in 1977 and joined USAREC in 1989. Nine months later he earned his gold badge. This is the second year in a row that Jones has earned honors as the battalion's top USAR recruiter. He and his wife of 10 years, Marolyn, are expecting their first child in June.

## NEW YORK CITY

Events of 1991 shaped the "Big Apple" Battalion. Desert Shield/Storm war veterans were honored at a ticker tape parade, with over 50 general officers and over 3 million citizens attending. The Army build down changed the structure at all levels, and the battalion changed command in June.

Stay in School/Stay off Drugs proclamations were received from all five boroughs of New York City, Long Island and southern New York State. The battalion established rapport with the Chancellor of the New York City Board of Education, CEOs of Coalitions for Business, and education community representatives.

The Mentors of the Year were honored with the Recruiters of the Year. Also, the battalion education specialist received recognition at the White House by the commander-in-chief for involvement in the Blue Ribbon School Recognition Program.

### USAR Nurse Recruiter

**SFC Helen Butcher**, Metro Nurse Recruiting Station is the New York City Recruiting Battalion USAR Recruiter of the Year.

Through her aggressiveness and dedication to mission accomplishment, Butcher contributes significantly to the Metro Nurse Recruiting Station achieving its mission. She achieved 300 percent USAR commission mission. She finished the mission with the Band of Excellence by commissioning 9 against a mission of 3. Butcher always portrays a winning spirit and a willingness to learn. She is a valuable asset to the command and the Army.

### RA Recruiter

**SSG Chester Smalley**, Bay Shore RS, Long Island Company, is the New York City Battalion RA Recruiter of the Year. He has an excellent reputation in his high school and has sponsored several "Stay in School/ Stay off Drugs" presentations. Smalley was recently featured in a newspaper article that discussed what he has done for the school and several of its students. He was also featured on a local TV station in recognition of his efforts in the community.

### USAR Recruiter

**SFC James K. Bowers**, Flatbush Recruiting Station, Narrows Recruiting Company is the New York City Recruiting Battalion USAR Recruiter of the Year. Bowers led production in the battalion by writing 72 contracts against a mission of 37, finishing 194.6 percent for the year. He is a winner that is always seeking new ways to find applicants and eagerly shares his knowledge and experiences with other recruiters. His GCA achievement was 17 for 14 for 121.4 percent overproduction. Bowers' untiring efforts and dedication to duty has had a positive impact on his entire station. He possesses the unique ability to rally other members of the company into a winning team. He is totally involved with his community and assist other recruiters in becoming an intricate part of the community.

### New Recruiter

**SSG Marcia Richardson**, Queens Recruiting Company, is New York City Battalion's New Recruiter of the Year. Through her expert grasp of recruiting management techniques, untiring devotion, and the ability to get the job done, Richardson earned her gold recruiting badge with three sapphires within 11 months. Her appearance in uniform is immaculate, always conscious to represent the U.S. Army in the best image. Richardson's performance was truly outstanding, achieving mission box every month since stepping on recruiting soil in the New York City Recruiting Battalion. Her achievements reflect her ambition to be the best recruiter ever — GSA 187.5 percent, RA volume 169.2 percent, and a volume of 9 contributions to the Army Reserves.

## PHILADELPHIA

The highlight of FY 91 was the exhibit held June 14 - 21, at the Freehold (NJ) mall. In conjunction with Desert Storm Welcome Home celebrations, the mall opened its doors to the U.S. Army. Recruiters from the Ft. Monmouth Company manned displays which included: tanks, small artillery, simulated bunkers, a Cinema Pod and Van, Medal of Honor and the Army Story. The Army Band from Ft. Dix, N.J., played several concerts during the 5 days.

### Enthusiastic

**SGT Gairy Austin's** dedication, perseverance and commitment to excellence, not only earned him the top RA recruiter and top HSSR producer, FY 91, but also helped to earn Allentown Recruiting Station the honor of top producing station in the battalion for FY 91.

Austin's enthusiastic and energetic approach to recruiting has set high standards for others to emulate. He achieved 146 percent GSA and 138 percent volume. SGT Austin and wife, Wanda, live in the Allentown area with their son, Germaine.

### Reflection of self

**SSG Janis Doss** was the battalion's FY 90 top new USAR recruiter; in FY 91 she was the battalion's top USAR recruiter, top WOFT producer, top hi-grad producer, and the Mentor of the Year.

Doss says, "Success is a reflection of yourself. Make it fun — make it happen!" Her success is directly attributable to her ability to work the entire market. As her production statistics show, she made it happen — 171 percent GCA and 128 percent volume.

### Proper planning

**SFC Vincent Gaitling** has earned the top RA nurse recruiter honors for the second time in as many years. Gaitling says, "Proper planning is important to your success, but the support of your station commander and peers are just as important." Gaitling achieved 167 percent of his packet mission and 200 percent of his commission packet. His wife's name is Carla.

### Show concern

**SGC Russell W. Young**, top FY 91 USAR nurse recruiter, achieved his assigned mission and produced 120 percent. Young says he shows concern for his applicants from the first contact through their commissioning, which in turn provides him with new leads. Young is self-motivated by the constant challenge to succeed.

Young and wife Karen, parents of three children, are very active in their community and youth activities.

## PITTSBURGH

An estimated 1,000 young soldiers and their families, Army recruiters, local government officials and educators gathered in Soldiers and Sailors Memorial Hall on May 4, to celebrate Pittsburgh's first "Army Service Recognition Day." The event recognized and promoted more than 140 young soldiers. BG Alfonso Lenhardt, USAREC Deputy Commanding General, was the guest speaker and conducted the promotion ceremony.

On 15 June, the city of Pittsburgh honored veterans from WW II, the Korean and Vietnam Wars, and the more than 2,000 local Reservists who participated in Operation Desert Storm. Over 100 Pittsburgh Battalion RA and USAR recruiters marched in the parade, which was also attended by MG Jack Wheeler.

Pittsburgh took the number one spot in USAREC for achievement of their WOFT mission for the second year in a row.

### Lead by example

With the achievement of 167 percent of his GSMA mission and 136 percent of his GSA mission, **SSG Timothy Jarrett** was named Pittsburgh Battalion's top soldier for FY 91. He has developed a solid relationship with school counselors and the community. "Integrity is the base of my philosophy," says Jarrett. Jarrett and his wife Katy live in the Johnstown area.

### Lots of listening

**SFC Richard Hickman** is Pittsburgh's top USAR recruiter for FY 91. "This might sound obvious, but over the years, I've eliminated what doesn't work and I concentrate on what does work," says Hickman. "And I do an awful lot of listening." When he's not actively recruiting, Hickman spends his time bass fishing (he's in the "Get Hooked on Fishing, Not Drugs" campaign for local youth) and restoring his Victorian home. He and wife Christie have a son, now in the Army, and two daughters.

### Treat them as soldiers

With 146 percent box, **SSG Wayne Stivaletta** was named top RA recruiter for FY 91. An 8-year veteran, the Boston native attributes his success "...to a lot of hard work. I'm very honest in all my dealings with my applicants, and I treat them and my DEPs as soldiers." Stivaletta and wife Robin have a 9-year-old, Stephanie.

### Positive attitude

With 102 percent of his nurse packet mission and 175 percent of his nurse commission mission, **SFC Joseph Risher** was named battalion's top USAR nurse recruiter for FY 91. "Maintaining a positive attitude is crucial in recruiting," says Risher. Risher has developed successful referrals by attending unit drills and admin nights and by conducting training at company and station level to promote nurse referrals from the field. Risher and his wife Sue are the parents of two daughters.

## SYRACUSE

During Operation Desert Storm, Syracuse Battalion participated in 61 radio interviews and queries; 81 interviews, news conferences and queries from the press; and 71 television interviews and inquiries; and even provided information to Canadians wishing to join the U.S. Army.

A mega-DEP training function for 80 new soldiers occurred in a Syracuse Army Reserve Center in March. An unusual DEP function was held in Canandaigua, New York, in July — an all-female training session for future women soldiers receiving special training and counseling sessions tailored especially for them. Syracuse was named 1st Brigade's top battalion in USAR mission accomplishment for FY 91.

### Mentor of the Year

The battalion's Mentor of the Year Award was given to Cortland (New York) station commander, **SFC Charles Choice Jr.** Choice and his wife Louenille are the foster parents of 10.

### Highly motivated

**SSG Mack E. Ford** is the top GSA recruiter in the battalion for FY 91. His DEP soldiers are well-versed in basic soldiering skills before leaving for basic, resulting in highly-motivated, successful soldiers. Ford is an 11-year Army veteran, who arrived in the battalion in mid-December 1988. He and wife Kim recently had their first child, Chad. Ford works in Rome Company's Watertown station.

### Relentless

The key to **SSG Arthur Robinson's** success is to recruit, recruit, make mission, and recruit. He has to do more than make mission to be satisfied. He works close with area Reserve units. His station commander describes him as "relentless." Robinson, from Lisbon, N.Y., works in Rochester Company, at the Greece RS.

### Tops again

**SFC Bruce MacDonald** has been recognized before as the top USAR recruiter in FY 89. "Nurses ask a lot of questions, so one must know the answers. This requires a personal touch, knowing what type of job satisfaction the prospective Army nurse has and wants to fulfill," he says. MacDonald is active in the community and plays trombone in the Liverpool American Legion and Lafayette Community Concert Bands. He and wife Pia have five children, whom she teaches at home.

### Personal touch

**MSG Kenneth Diaz**, an 18-year Army veteran, credits his recruiting success to believing in the Army, persistence and perseverance. "Nurses are special, they require a personal touch, because they are very smart and ask many questions." The ring recruiter has been in Reserve recruiting 10 years. Diaz lives with wife Trish and their son and daughter in Cortland County.

# 2d U.S. Army Recruiting Brigade

It was a strong year for 2d Brigade which lead USAREC in both Active and Reserve volume. The brigade finished first in Reserve GMA, GCA, non-prior service and prior service categories and Active GSMB and GSFA and a close second GSA. Noteworthy was the brigade's nurse recruiting accomplishments, finishing 117 percent on the Active side and 115 percent on the Reserve. During FY 91, 2d Brigade deactivated two battalions due to the build down and opened a new battalion in Tampa to take better advantage of the population swing.

## RA Recruiter of the Year

**SSG Jeffrey Walther** is 2d Brigade's RA recruiter of the year. This Jacksonville Battalion recruiter believes that to be a success you have to give everything. Walther said he never thought that recruiting would become the most challenging and self-satisfying job he has ever performed as a noncommissioned officer. He is actively involved as a mentor and as an assistant basketball coach at his local high school. He maintains a genuine concern for his applicants. He and his wife Carolyn have one son.

## USAR Recruiter of the Year

**SSG Paul Ohmann** is 2d Brigade's USAR recruiter of the year. After 37 months on production, he earned his recruiter ring. Ohmann credits his success to the excellent training and leadership he received while assigned to the Jacksonville Recruiting Battalion. He believes that maintaining a voice in the community is important and most of his off duty time is devoted to community involvement and school youth programs. He also actively participates in the Urban League Dropout Prevention Program. Selected as one of Jacksonville's Best of the Best during 4th quarter, Ohmann was also recognized five times in FY 91 as the CG's top USAR recruiter. He and his wife Gabriele have two children.

## Soldier of the Year

**SFC Margaret Bowden** is 2d Brigade's soldier of the year. As the personnel sergeant (PSNCO) at the Atlanta Recruiting Battalion, her demeanor is always friendly and she is always willing to serve the battalion soldiers before herself. Her commitment to excellence eliminated NCOER errors and late reports. She boasts an attitude of "first impressions are lasting impressions. She joined the Army in 1975 and was assigned to USAREC July 1, 1991. She and husband, Jerry, have two children.



Local award winners watch Governor Ned Ray McWherter sign the proclamation designating Scholar/Athlete Week in Tennessee. Also attending were (left to right) SSG Randall R. Southerland, Gallatin RS, LTC Emil K. Kluever, former battalion commander, and SSG Christopher K. Johnson, Hundred Oaks RS.



MG Wheeler promoted DEP member Marjan Obradovic (center) after he referred his wife, Michelle (left). Marjan is a 1991 graduate of Clemson University, with a Master's in physics.

## ATLANTA

Under the leadership of LTC Don Tarter, Atlanta Battalion achieved 100 percent of assigned volume RA mission and 99 percent for USAR during FY 91. As part of the build down, the battalion was reconfigured from five companies to four, with several stations transferred. Albany Company was deactivated in a formal ceremony in Columbus, Ga., this past June. In a summer move, battalion headquarters vacated its Marietta office space and relocated to a Smyrna address.

### Best of the Best

Two Atlanta companies ran away with the battalion "Best of the Best" awards. Macon excelled thanks to Columbus RS top achievers **SFC Jose A. Rivas-Rivera, SFC Angel L. Maldonado, SSG Richard Beauchamp, SSG Curtis Hearne** and **SGT Alfred Doctor**. Meanwhile, Marietta's Kennesaw RS claimed honors under the leadership of **SFC Roy Monds Jr.**, whose top contributors were **SGT Elliott L. Cutler** and **SGT Dennis Mathis** teamed with **SSG Vincent Rizzi** and **SSG Donald Phillips**. **SFC Melissa P. Avery** of Columbus topped the USAR competition.

### USAR Recruiter

**SFC Melissa P. Avery** of the Columbus RS captured top honors as USAR recruiter of the year. The Atlanta native is active in Girl Scouts, PTA and Future Business Leaders of America Art Club. Her hobbies include art and music. Avery considers two of her greatest accomplishments are son Robert, 10 and daughter Qualita, 5.

### RA Recruiter of the Year

Named Atlanta's Recruiter of the Year with an impressive 300 percent mission accomplishment was **SGT Elliott L. Cutler** of the Marietta Company. Since entering the Army from his hometown of Baton Rouge, Cutler has served duty in Forts Benning, Bragg and Knox as well as Korea. The airborne soldier enjoys scuba diving and free falling in his off-duty time. This has truly been a banner year for young Cutler — last spring he and bride Allison were married.

### New Recruiter

New recruiter of the year honors went to **SGC Angel L. Maldonado** of Columbus RS. A native of Fajardo, Puerto Rico, Maldonado holds an Associate of Science Degree from Troy State University. The talented recruiter serves as a professional Latin music percussionist for several music groups in Atlanta and Columbus. He and wife Odett have two sons: Joel, 7, and Javiver, 9 months.

## BECKLEY

West Virginia Governor Gaston Caperton issued a proclamation February 22, 1991 declaring the week of March 4 a "Stay In School Awareness Week," in support of the Army's Stay in School/Stay off Drugs campaign. BG Alfonso Lenhardt accepted the proclamation from the governor and Dr. Henry Marockie, state superintendent of schools, on behalf of the Army recruiters in West Virginia.

### Outgoing personality

Beckley's top RA recruiter is **SGT William A. Turner**, a field recruiter in Beckley RS. Turner has a production record that is truly outstanding. He was mission box for FY 91, writing 30 GSMA contracts. He also enlisted 16 high school seniors and earned the Best of the Best status.

Turner says, "I never have a problem talking to people, whether it's a potential applicant or a parent." He and wife Angela, have two children, Mallory, 2, and Davin, 8 months.

### Loves the job

**SSG Kyle J. Upton** is the top USAR recruiter for Beckley Battalion, where he is a field recruiter with the Beckley RS. Upton has a record of success that is unparalleled in this battalion. He enlisted 75 total contracts and averaged 6.3 contracts per month. He made mission box every month in FY 91.

"Recruiting, for me," he says, "is the easiest job I have ever had. I love this job. I love meeting all the people and talking to them and I love representing the Army Reserves. So, doing my job is easy because people see this and I come across as sincere. I attribute a lot of my success to the rapport I have built here."

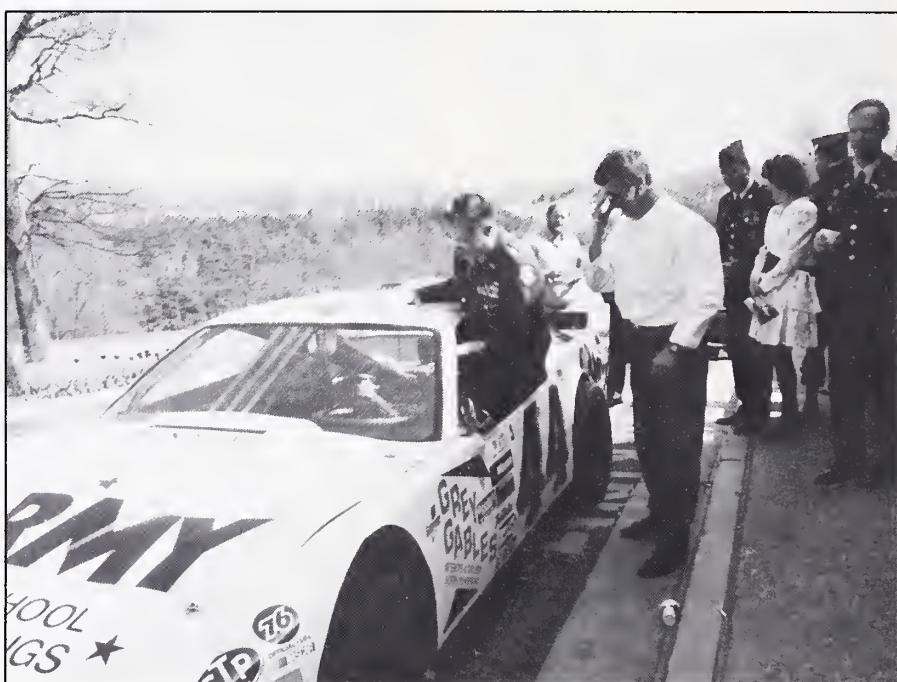
He and wife Bernice have two sons, Heath and Matthew.

### Challenge and reward

The New Recruiter of the Year is **SGT Terry M. Duncan** from the Johnson City RS. Duncan attained 264 percent of GSA mission, 257 percent of volume mission and closed mission box for the year. "Some feel that being a recruiter is a hardship," he says. "I feel that recruiting quality applicants has been a challenge and a very rewarding job that all noncommissioned officers should experience." A native of Bristol, Tenn., he and his wife, Samantha, have two daughters, Heather and Tarani.

### Top Guidance Counselor

**SFC Vernon L. White** of the Knoxville, MEPS is recognized as an "expert" in all facets of recruiting as well as counseling. "My philosophy," he said, "is to present myself in a professional manner while striving to make the experience of joining the Army as pleasant as possible for the applicants." He and wife Wilma have two children, Gregory and Tiffany.



USAREC commander, MG Jack C. Wheeler, slips into the driver's seat of Larry Caudill's winning race car at a mega-DEP promotion at the now-closed Charlotte Bn. (Photo by SFC Alex George)

## RALEIGH

To maintain the number one position in USAREC for the second consecutive year requires dedication, commitment and attention to task. The Raleigh Battalion has high quality NCOs who have one central focus — recruit with integrity. Our recruiters understand the importance of the mission; and they understand their importance to the battalion and the nation's success.

### Talk to everyone

**SSG Mark Blankenship**, Durham, earned 250 percent and top RA recruiter for FY 91, by enlisting 22 hi-grads. He has been in recruiting for 15 months and received his ring after 13 months. "My success comes from talking to everyone. I enjoy working with the college students in my area. I've helped them with class projects and have found speakers for them. By being persistent, I've broken into a hard-to-penetrate high school where 95 percent of the students go to college. One school did not allow recruiters to give Scholar/Athlete Awards; now I've been given 'honorary teacher' status there."

### Top of the heap

**SFC James E. Ivey** became AGR in November 1977; he was assigned to the Raleigh Battalion in 1978. Since that time he has remained at the top of the heap in mission box recruiters.

"I like helping people with money for their education and accomplishing some of the things they want in life. Serving in the local area has been a help to me since I grew up here and attended high school just miles from my assigned area. What brings it all together is when I see young people on the street and they thank me for helping them achieve some of the things they could not have achieved without the benefit of an Army career."

## RICHMOND

It was another banner year for Richmond with the highlight being the 4th quarter when the battalion finished number one in USAREC for RA and number three on the USAR side. Reserve recruiters responded to the CG's challenge to drain the swamp in September by writing 35 additional contracts. Forty-eight recruiters, including the entire Norfolk Company, qualified for Best of the Best. DCSPER of the Army, LTG William Reno was guest speaker at a successful mega-DEP function and also at the Annual Training Conference.

### Tucked away

**SSG David Windsor** of Lexington RS is Richmond Battalion's RA recruiter of the year. Tucked away in the mountains of Virginia, the commander of this one-man station broke records with his FY 91 accomplishments. He achieved 275 percent GSA, 258 percent volume and 900 percent of his senior mission. Included in this total were two USAR GCAs, seven hi-grads



Country music star Donna Ulisse participated in a mega-DEP function with MG Jack C. Wheeler in Nashville.

and 10 CONAP admissions. Windsor credits much of his success to his approach to recruiting. "Take a lot of extra personal time to work with young people. Look out for their interest and be honest," he stated.

### USAR Recruiter of the Year

**SFC Laird Gibbons** of Virginia Beach RS is Richmond Battalion's USAR recruiter of the year. Gibbon's accomplishments of 164 percent volume, 157 percent GCA and mission box for the year was even more notable considering he moved to a new recruiting station in the middle of the year. He says the key to his success is his philosophy of "showing people the way to help themselves."

## TAMPA

Tampa Battalion was activated on September 14, absorbing territories previously belonging to Miami and Jacksonville battalions. Although not on-production during FY 91, there was the hum of activity in the headquarters as staffers arrived as early as April to prepare the facility for the upcoming year. Inheriting some outstanding NCOs and top producing organizational units, FY 92 will be a banner year for the new battalion in Tampa.

### Mentor of the Year - Orlando

**SGT Michael Facella**, Maitland RS, is a member of the Orlando Police Explorer Troop, Blessed Trinity Paper Recycling Committee, Orlando Boy Scout Chapter, volunteer on the Students Against Drunk Driving group, and is a liaison with the Winter Park Police Department.

### Mentor of the Year - Tampa

**SSG Joseph R. Weber**, Lakeland RS, volunteered for recruiting and graduated from the ARC in October 1989. His record number of recruitments at Lake Gibson High School won him the Mentor of the Year award. He has earned a gold recruiting badge with three sapphires. He and wife Sherri have two children.

### Mentor of the Year - Sarasota

**SSG Chris H. Fowler**, Bradenton RS, has been in USAREC for 3 years. In addition to participating in charitable fund raising and reinforcing the Stay in School/Stay off Drugs message to youth, he also teaches magic classes. An accomplished amateur magician, he has received letters of appreciation from the Manatee County Sheriff, the Boy's Club, the Girl Scouts and the local YMCA. He and wife Cynthia have two children, Steven and Kenneth.

### Mentor of the Year - St. Pete

**SFC Melvin L. Burke**, wife Lisa, and three children have become part of Dade City, where he is station commander. A member of USAREC for 10 years and ring recruiter, he has performed outstanding service to the local community, especially at two area high schools where he has acted as a guiding spirit in the Stay in School/Stay off Drugs campaigns.

### Best of the Best

**SFC Robert B. Hockman** is presently assigned to the Pinellas Park RS. He and wife Nancy have a daughter, Kelly, and he has two children from a previous marriage, Brittany and Devin. He enjoys golf, fishing, and bowling. He is currently working towards an associates degree.

## COLUMBIA

FY 91 was a history-making year for the Swampfox Battalion. Recognized now as one of USAREC's best, the battalion's goal was to regain respect, which it did by finishing 4th in USAREC with 101.7 percent GSA, and 10th on the USAR side. Beckley wrote more GSAs in FY 91 than in any of the last 6 years, and easily qualifies as the Best Comeback Player in FY 91, moving from 55th place to 4th in USAREC in the course of the year.

The battalion conducted 13 Operation Thank You events. The CONAP program is alive and thriving in Columbia Battalion for FY 91 with 166 admissions since July and 34 schools participating.

### One-man job

**SSG Robert M. Brazzell** was selected Columbia's top RA recruiter of the year. He accomplished 146 percent of his GSA mission and 109 percent of volume mission, even after being moved to an on-production station commander position in 2d quarter, which he made the most successful one-man station in the battalion. Brazzell also demonstrated the values all soldiers hold dear — he is credited with capturing and restraining a mugger armed with a knife who had just stolen a purse from an elderly lady in a grocery store. Brazzell and his wife Heather have two sons, Christopher and Jonathan.

### Airborne recruiter

**SSG Jeffrey L. Flowers** is the battalion's top USAR recruiter for the second year in a row. Flowers achieved 118.2 percent of his GCA mission and 154 percent of volume mission. He earned the recruiter ring in only 18 months and recently completed the Airborne School. Flowers and wife Melissa have a son, Corey, and a daughter, Alicia.

### Top Guidance Counselor

**SFC Alex Nelson** is often asked to handle "hard sell" applicants. He's a major factor in the success of Ft. Jackson's GC shop, which maintains a QNE rate of less than 2 percent. He and wife Janice have two daughters, Jennifer and Lonniesha.

### Hit the ground running

As the top new recruiter, **SGT David A. Bernier** hit the ground running, making 127 percent of assigned GSA mission and 145 percent of volume mission. He also provides leadership and operations training for a reserve unit. He and wife Barbara have been in USAREC since October 90.

### Top Nurse Recruiter

**SFC Richard F. Winchester** is personally responsible for enlisting 16 nurses, 125 percent of his mission. He possesses a talent for conveying new ideas and creating a team effort atmosphere in his station. This ring recruiter still finds quality time to spend with his wife Lesa and two children, Jessica and Benjamin.

## JACKSONVILLE

Jacksonville had a great year in recruiting. USAR production was 103 percent even though many USAR units were taking part in Operation Desert Storm. RA volume production was 106.4 percent with 2,533 enlisted against a mission of 2,380 (second only to Miami Bn - 2,556). GSA mission production ended the year at 98 percent of assigned mission, with 1,791 GSAs recruited (the highest battalion achievement in the nation). The battalion got support from Florida Governor Lawton Chiles, who proclaimed a "Stay in School and Stay off Drugs" month and declared the 1991-92 school year Stay in School/ Stay Off Drugs year. His support led to 51 mayors also signing proclamations supporting this most important program.

### Soldier of the Year

**SFC Thomas B. Black** began recruiting in 1988 as a field recruiter in the Cocoa (Fla.) RS. Currently assigned as the LPSC for the Melbourne RS, the ring recruiter earned three Certificates of Recruiting Excellence during Desert Shield/Desert Storm. Black and wife Cheryl have two children, Ashley, age 1 and Bryan, age 5.

### Responsible for tomorrow

**SFC Stephen M. Vaughn** enlisted in 1977 for job experience and to serve his country. As a recruiter, he says, "With aggressiveness and professionalism, I intend to enlist quality individuals into the U.S. Army because we, the recruiters, are responsible for tomorrow's Army." He was selected as the New Recruiter for FY 91 and made the Best of the Best.

## MIAMI

Miami's success is due to a hard-driving work ethic both from the field and its staff. In FY 91 Miami achieved RA mission box four times and boxed 6 months for USAR mission. Community and COI interaction was extensive in FY 91. Miami coordinated 120 joint service recruiters and the U.S. Army Drill Team participation in GEN Schwarzkopf's Homecoming Celebration in Tampa. The battalion benefited from strong TAIR support in high schools: the 82d Airborne Chorus, Golden Knights Parachute Team and RSC exhibits. The U.S. Army Drill Team performed in area high schools and at a Mega-DEP function.

### Keep smiling

**SSG Elliot Diaz** is Miami's top new recruiter. He overproduced 250 percent of volume mission 4th quarter and attributes much of his success to maintaining a positive attitude. "Keep that smile on your face and enjoy your work," says Diaz. He also places strong emphasis on family both in his personal and professional life. Diaz and his wife, Vilmarie, have two children, Mariella and Elliot.

## The job and the goals

**SFC Oscar Ali** is Miami's USAR recruiter of the year. He contracted 48 (166 percent) into the Reserve in FY 91. "The Army programs provide a great future for young Americans," he explains. He has been recognized as top battalion USAR recruiter 4 out of 5 years, and top company USAR recruiter for 6 years. "Mission box is my job, but overproduction and the achievement of excellence are my goals," says Ali. Ali and his wife, Grace, have two sons, Asgar and Rasheed.

## MONTGOMERY

### RA Recruiter of the Year

**SSG Charles Stokes** has been chosen RA recruiter of the year for the battalion. In FY 91 he enlisted 21 GSA's against a mission of 14 for 131 percent of his quality mission. Stokes and his wife, Darlene, currently live in Mobile, Alabama.

### USAR Recruiter of the Year

**SFC Paul Harton** volunteered for recruiter duty and joined the Roebuck Station in July 1988. He is currently working on the final points for his recruiter ring. In FY 91 he enlisted 19 GSA's against a mission 17, for 117 percent of his quality mission. Harton, his wife Janet, and their three daughters live in Birmingham, Alabama.

## NASHVILLE

### Capturing success

**SFC Verlin E. Tucker**, a Reserve recruiter from the Chattanooga Eastgate RS, continued his successful ways by capturing the battalion USAR recruiter of the year for FY 91, the second year in a row. This ring recruiter maintains that the key to his success is a solid, positive relationship with the RA recruiters in his office and the Reserve units in his area.

"You are a combination of all the people you meet and through that combination you develop your own style," he said.

Tucker lives in Cleveland, Tenn., with his wife, Jean, and their three sons, Brian, Kevin and David.

### Top RA recruiters

"You can't just sit back and let things happen," says **SFC Daniel Linares**. He believes that a recruiter must have self-confidence and inner energy to be successful. He advises all new recruiters to listen to what others have to say about recruiting and ask questions. Linares lives in Clarksville, Tenn., with his wife, Christine, and their two daughters.

Sharing the recruiter of the year award with Linares is **SSG Gary Kimbrough** of the Clarksville Recruiting Station. According to his station commander, Kimbrough's work ethic is unreproachable and he's always direct.

# Recruiting Support Command

This has been a banner year for the RSC, generating more than 187,000 target-age leads and 12,349 appointments during FY 91. In a recent survey of company commanders and first sergeants, RSC exhibits and exhibitors were credited with 398 contracts, 19 ASVAB tests and 82 lists — at least indirectly. These statistics were obtained with just a 37 percent return rate on the survey.

Leading the pack of top producers was cinema van 1's team: SSG Steven E. Gardner and SSG Christopher D. Green. Every month this dynamite duo attempted to beat their own last month's record-breaking statistics: Leads for FY 91: 16,061 or 163 percent of mission. Appointments: 922 or 165 percent of mission. While supporting 2d Brigade in FY 91, they set a single month record of 4,000 leads.

**SSG Steve Gardner**, the team chief, has been with RSC since November 1988. He has consistently been among the top producers since his arrival from the Recruiting School at Ft. Ben Harrison. As an 88M, transportation specialist, he hopes his next assignment will be as part of the White House Transportation Agency. With his successes, he could be the first exhibitor to ever earn the coveted Motor Exhibitor Statuette.

**SSG Chris Green** arrived at the RSC in September 1989 as a seasoned gold badge recruiter and station commander from the Chicago area. After his tour at RSC is over, he is looking forward to another assignment as a 00R, hopefully in the retention field.



SSG Jim Green

Charlotte Bn. He knows his recruiting, he knows his exhibiting, and everyone benefits from that knowledge.

RSC has put out several successful support items: the new stay in school, stay off drugs song, "It's Up to You," on the vans and pods — as well as the video version now distributed to the field — is just one project. Couple this with the two middle school shows, "Express Yourself" and "Math: It All Starts Here," and the senior high communications show, "Watch Your Language," the exhibitors are better equipped to help the recruiter reach his market.

RSC switched to a pull versus push philosophy. If you want them to help, they'll be there. If you don't, it's your loss — someone else can always use the unit. It has proven effective for all parties.

Several members of the RSC staff volunteered off-duty hours to man hotlines during Operation Desert Storm, assisting Department of the Army Public Affairs in answering phone queries from friends and family of servicemembers shipped to Saudi Arabia. One exhibitor, **SFC Ronald Locklear**, went to Saudi to "man the guns." He's back now, and serving as the advance liaison NCO.



SSG Christopher D. Green

The RSC FY 91 powerhouse pod person was **SSG Jim H. Green**, another gold badge recruiter who joined us in September 1989, after an assignment with the Sacramento Battalion. SSG Jim Green racked up a total of 8,062 viable leads, 132 percent of mission, and 1,029 appointments, 110 percent of mission. He was also this year's Silver-Tongued Devil Award winner. Green is a recent graduate of the retention course at Ft. Ben Harrison, awaiting assignment instructions.



SFC Clark T. Cowan



SSG Steve Gardner

# *The faces of FY 91*

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1st Recruiting Brigade commander, COL Arthur Dean, served the U.S. forces in Operation Desert Shield/Storm as Postal Officer.



SSG George Ferguson, takes a breather after winning the 6th Brigade's Annual Fun Run. (Photo by Dave Killam)

HM3 Calvin Campbell (right) is welcomed home from deployment to the Persian Gulf by SFC William Jones of the San Francisco Recruiting Battalion staff.





1LT Rosalind Carwell displays ANC t-shirt following her commissioning ceremonies, in which she was sworn-in by BG Lenhardt. (Photo by Carol Gaskill)



With BG Alfonso Lenhardt in attendance, SSG Todd H. Hodgins of Las Vegas (East) RS, receives the Phoenix Battalion's New Recruiter of the Year award from LTC Wayne H. Stephens (Photo by Paula Ramoino)

# 4th U.S. Army Recruiting Brigade

The U.S. Army 4th Recruiting Brigade successfully faced the challenges in FY 91, a historic year marked by Operations Desert Shield and Storm. Nurse recruiting "went critical" to prevent Army-wide nursing shortages by coming on strong in the 4th quarter and making 100 percent of the RA commission mission and 103 percent of the USAR commission mission. The brigade "reached for the stars" and was USAREC's top producer of USAR STAR contracts, and 4th Brigade was "flying high" when achieving 109 percent of the WOFT mission.

The Fighting 4th successfully orchestrated and led the way during USAREC's build down effecting the closure of Peoria and Omaha Battalions, along with 7 companies and 81 recruiting stations.

At the individual recruiter level 182 recruiters met the biggest challenge of the year by emerging as winners under the Best of the Best program.

## Spirit of a winner

**SSG Brett Chamberlain**, an RA recruiter at Green Bay RS, Milwaukee Battalion, distinguished himself in FY 91 by a zero DEP loss rate. His DEP members provided him many referrals resulting in 15 enlistments for a mission of 12 during FY 91. Relatively new to recruiting Chamberlain embodies the spirit of a winner. He is able to empathize with applicants and help young people realize their potential. A true team player, Chamberlain writes quality contracts for the Reserve as well.

## Multi-faceted

**SFC David S. Broxterman** currently serves as USAR recruiter at the Bethel, Ohio and Maysville, Ky., stations. He served more than five years as an RA recruiter with the Cincinnati Battalion in the early 1980s. Beginning as a field recruiter at the Hamilton (Ohio) RS, he was also assigned as a field recruiter and station commander at the Middletown (Ohio) RS, and as commander at the Mount Washington and Batavia (Ohio) stations, as well as Suburban Company RTNO and battalion assistant operations NCO.

## Rewarded

**SSG Kevin Stickel** was named Columbus Battalion's top nurse recruiter for FY 91. Stickel accomplished 125 percent of his mission in one of the battalion's most challenging but rewarding jobs. Stickel believes in working hard to accomplish the mission. He and his wife, Carmela, live in Columbus, Ohio.

## Red carpet treatment

**SFC Bruce Geigner**, Milwaukee Reserve nurse recruiter, consistently delivers the red carpet treatment to nurses. In addition to overproducing in FY 91 with mission box, 123 percent, Geigner functions as a team player by providing quality referrals for the RA nurse side. In his 8 years of

nurse recruiting Geigner portrayed the Army Reserve Nurse Corps as a fulfilling profession. His appearance and demeanor are meticulous demonstrating his dedication to the Army. In a competitive market

despite the deployment of his enlistees, Geigner is still able to deliver what he promises — personally rewarding service in an autonomous nursing environment.



SSG Brett Chamberlain



SFC David S. Broxterman



SSG Kevin Stickel



SFC Bruce Geigner

## CHICAGO

Operation Desert Storm and two important transitions highlighted the Chicago Battalion's year. General Colin Powell was on hand for Chicago's expression of patriotism at the Windy City's Welcome Home Parade. USAREC's build down dramatically increased the battalion's territory, seven-fold, in fact. Much detailed planning, to include a complete overhaul of the battalion's RZA and everyone's devoted effort resulted in a smooth and successful transformation. At almost the same time as the build down became effective, the Bear Battalion welcomed aboard its new commander, LTC Scott Peppler, fresh from Operation Desert Storm.

### Soldier of the Year

**SSG Steven M. Ryan** has been selected as Chicago Battalion's soldier of the year. Ryan of the Crystal Lake RS, Libertyville Company, has been an RA recruiter since September 1990.

The Illinois native joined the Army in 1985 and served tours as an attack helicopter repairman in Schofield Barracks, Hawaii, and Fort Lewis, Wash. Ryan has also completed Air Assault School and PLDC. He and his spouse, Jill, make their home in Crystal Lake.

### Top RA Recruiter of the Year

**SSG Don P. Scheidel** currently commands the LaPorte (Ind.) Recruiting Station, South Bend Company. He enlisted 23 new soldiers who qualified in the Army's highest mental category, 10 more than his mission, 177 percent in this category. His overall enlistment percentage was 169 percent, with a total of 27 enlistments for a mission of 16.

Scheidel, a former fire control operator has been an Army recruiter since November 1986. The ring recruiter and his wife Kelly have two children, Shawna and Derek.

### Top USAR Recruiter

**SFC Michael J. Murphy**, North Cicero Avenue Recruiting Station, Chicago, Ill., is first among the battalion's 53 Army Reserve recruiters with a total of 53 new reservists enlisted. Murphy's mission was to enlist 39, giving him a 136 mission accomplishment percentage. Additionally, he enlisted two applicants in the Specialized Training for Army Readiness program. He is a former Marine and an Army self-propelled field artillery system mechanic, and has been a USAR recruiter since March 1988.

Murphy is a gold badge recruiter. He, wife Kay, and son Dustin currently make their home in Schaumburg, Ill.

## CINCINNATI

FY 91 marked another chapter in the success story of the Cincinnati Battalion. Operations Desert Shield/Storm allowed battalion commander COL R. Wayne



GEN Colin Powell greets students and faculty at Chicago's DuSable High School. Powell was in Chicago to participate in the city's Welcome Home Parade. (Photo by Lori Hunt)

Fowler and other battalion members to reach out to the community and offer support to the families of our young men and women in uniform.

The highlight of the battalion's Stay in School effort was the selection of **SSG Roderick L. Arline** of the Louisville Preston Station as the battalion's mentor of the year. Arline was instrumental in encouraging two young men from one family to return to Jefferson County (Ky.) High School and graduate.

### Top RA Recruiter of the Year

**SFC Dennis Wilson**, Richmond (Ky.) RS, is a native of Cincinnati. He holds an associate degree in sociology and a diploma in ministerial studies.

Before his assignment with USAREC, he was stationed in Mannheim, Germany, as a transportation company platoon sergeant. A gold badge recruiter, he has also been awarded the Army Commendation Medal with two oak leaf clusters and the Good Conduct Medal with two oak leaf clusters.

## CLEVELAND

The Cleveland Battalion's first-ever mega-DEP function treated deputy commanding general BG Alfonso Lenhardt to a display of Cleveland's dedicated DEP members, as well as a sneak peak at the Cleveland National Air Show. The battalion's participation in the annual air show event was another lead-producing winner as the battalion was able to procure Desert Storm hardware such as the PATRIOT missile. Cleveland expects to enter FY 92 in great shape for consistent box success.

### Goal-oriented

**SGT Mark Luckers**, Cleveland Battalion's RA recruiter of the year comes from the self-described Best of the Best recruiting station in Warren, Ohio. He volunteered for recruiting duty in 1989 and earned his gold

badge in just 10 months. Luckers is goal-oriented to say the least: "My goal now is to earn the recruiter ring and be a station commander after my conversion to OOR," he says. "My long-range goal is to be number one at everything I do, which will help USAREC, the Army and my career."

Luckers and his wife Dorothy have three children.

### Hard worker

**SSG Robert E. Mealey Sr.**, of the Akron Springfield RS, attributes his success simply to "hard work." That philosophy has helped this ring recruiter to be named as USAR recruiter of the year for Cleveland Battalion. Mealey made reserve box 5 of the last 6 months and has been a habitual overproducer. Mealey devotes a great deal of time to local Cub Scout and Boy Scout organizations in the area. In recruiting since 1988, Mealey is moving on to a new career challenge with the 2d Infantry Training Brigade in Pasco, Washington.

## COLUMBUS

Columbus Battalion proved the success it enjoyed in FY 90 would become a traditional event. The battalion not only made RA mission box, but achieved 101 percent of its GSA and 105 percent of its volume mission. Over 400 new soldiers, friends and family members attended Columbus Battalion's mega-DEP function at the Dayton Air Show. Along the same line of importance was the Patriots Program kickoff at Ohio Dominican College, attended by MG Jack C. Wheeler who was great speaker. The Columbus Battalion finished number one in 4th Recruiting Brigade for the second consecutive year.

### Boxed

**SSG Tommy D. Baker** was ranked top RA recruiter for FY 91 for achieving mission box. He not only achieved 207 percent of his GSA mission, but also earned his

recruiter ring in only 26 months, a feat accomplished by few. Baker believes in giving every mission 200 percent effort, which has made him an inspiration to all. Baker and his wife, Carol, live in Parkersburg, W. Va.

## Can do

**SFC Michael G. Pickett** is a newly converted 00R who, as a 00E, was ranked top Reserve recruiter for FY 91. Pickett achieved 107 percent of Reserve mission along with achieving 267 percent of his regular mission as a 00R. He accepted every mission with only one comment, "Can do, sir." He and his wife, Anita, live in Chillicothe, Ohio.

## DES MOINES

The Des Moines "War Eagle" Battalion now encompasses 202,330 square miles and six recruiting companies.

During Operation Desert Storm, the battalion worked with local TV stations and the Red Cross to organize "Operation Home Front" in Des Moines, which helped support the families of those troops deployed from the state.

During July the War Eagle Battalion welcomed a new commander, LTC Alan M. Moore from the Pentagon. The battalion also welcomed a new executive officer, MAJ Edward A. Evans, late of West Point and a new battalion SGM, Jerry Jennings, formerly of the Houston Battalion.

## What the Army needs

**SGT Mathew Cooper** is a superb example of the type of recruiter that this Army is in need of today. In FY 91, Cooper achieved 191 percent of his GSA mission and 179 percent volume. Furthermore, he achieved all three sapphires during this past year while also obtaining 1115 points. This is the second year in a row that he has been the battalion's top RA recruiter.

## Incredible asset

**SSG Kent M. Dexter** is an exemplary soldier and an incredible asset to his company and the battalion as a USAR recruiter. He achieved 125 percent GSA and 131 percent volume while accumulating 510 points. He played an important role in helping his company achieve the top USAR company in the battalion.

## DETROIT

The "Wheels" Battalion motored through the USAREC pack toward its goal of reaching the top five USAREC for FY 92. Back-to-back combined mission boxes and 5 consecutive RA mission box months marked Detroit's contribution to providing quality recruits. The U.S. Army Field Band and Soldier's Chorus, Jazz Ambassadors, Golden Knights, Old Guard Fife and Drum Corps, 70th Division Reserve Band Battalion Color Guards, speaking engagements and radio and television interviews



DEP/DTP members learn to answer their drill instructor while in formation.  
(Photo by Pamela Roberts)

with battalion personnel all helped to promote today's Army, reinforcing the "Be All You Can Be" message.

## Stick with basics

**SSG Christopher House** achieved mission box with 167 percent GSA, 147 percent volume RA as the battalion's RA recruiter of the year. In his spare time he wrote three USAR contracts, teaches Sunday School, mentors five students, coaches Little League and is studying toward a degree in accounting at Wayne State University. "Stick with the basics," states House. He has two daughters, Erica L. and Tiffany.

## Stay in focus

**SGT Vincent E. Hill**, top new recruiter, achieved mission box with 13 for 9 GSA, 15 for 11 volume RA, and 200 percent volume USAR since joining the battalion in December 1990. "Stay in focus," says Hill, "don't forget the basics, prospect and keep a positive mental attitude."

## Colonel's Squad

Livonia Recruiting Station produced the RA and USAR winners for the Colonel's Squad. SFC Teresa L. Siebert, station commander, credits "positive mental attitude" for their success.

**SSG William K. Smith** (RA winner) attained a quality GSA mark of 188 percent. He and his wife Cheryl have three children, Jennifer, Amanda and Kristy.

His counterpart, **SGT Robert R.**

**Donaldson** (USAR) went 21 for 19 since joining the battalion in March 1991. "Fly with the eagles, or scratch with the chicken," said Donaldson. He is married to Regina with two children, Jacob and Sarah.

## INDIANAPOLIS

The Indianapolis Battalion distinguished itself in 4th Brigade in FY 91 by zooming to first place for the fourth consecutive year in the Scholar/Athlete Program. Despite no funding for TAIR, Indy shot to the top by conducting the most unfunded TAIR events in brigade by using assets from nearby installations and the battalion. For FY 92, it's a new beginning in Indy, as the battalion sets out to meet new challenges head-on under the optimistic leadership of new commander, LTC Floyd K. Maertens.

## Top Nurse Recruiter

**SFC David M. Cass**, a native of Terre Haute, Indiana, is this year's top nurse recruiter for Indianapolis. He joined the battalion as a field recruiter in 1986, assigned to the Danville (Ill.) RS. In January 1990, Cass was assigned to the nurse station. He and his wife, Karen, have five children: three daughters, Niede, Heather and Aunastasia; and two sons, Ziede and Julyen.

## Top RA Recruiter

**SSG Roderick A. Shreve**, top FY 91 RA recruiter for the Indianapolis Battalion, earned his gold badge in less than 11 months as a recruiter. Entering the Army in 1981 as a military policeman, Shreve earned his associates degree in criminal justice from Austin Tech University and is currently working toward completion of his bachelors degree. He and his wife, Tracy, have two children, Jacob and Simone.

## Top USAR Recruiter

**SSG Brian L. Wignall** was named Indianapolis Battalion's top USAR recruiter. A native of Indiana, he returned to his

home state in August 1990 as an AGR recruiter. His awards include the Army Parachute Badge, Drill Sergeant Badge and Gold Recruiting Badge, which he earned in 11 months. Wignall is currently enrolled as a senior at Indiana University, majoring in telecommunications and psychology. He and his wife, Jeanie, are the parents of a son, Israel, and are expecting another child in June.

### Top New Recruiter

**SSG Craig A. Allgood** is Indianapolis Battalion's FY 91 top new recruiter. A former Marine, he enlisted in the Army in 1988 as an aviation operations specialist. Allgood has been with the battalion since July 1990. He, his wife, Christine, and two daughters reside in West Lafayette, Ind.

### LANSING

Lansing Battalion finished strong for FY 91, achieving combined box for the 4th quarter. This was under the leadership of the battalion's new commander and new sergeant major. The dynamic new leadership and new ideas contributed greatly to the high quality recruiting evident in the battalion's effort with six recruiters receiving their recruiter rings at the annual training conference, 47 RA recruiters making box for the year, four USAR recruiters making box for the year, seven recruiting station made RA box for the year, two USAR recruiting station made box for the year.

### RA Recruiter of the Year

**SSG Michael L. Ratcliff**, from Denison, Texas, entered active duty in November 1982. In August 1989, he was assigned to the Bay City Recruiting Company and the Saginaw Station. During the last 27 months while assigned as a field recruiter, Ratcliff's performance has been stellar. He was named top new recruiter, Bay City Company FY 90, selected to the Spartan Club FY 90 and FY 91, and top GBMA Lansing Battalion FY 91. During Operation Desert Storm, he attended many support groups in his area to lend his expertise. Ratcliff's reputation and actions increased production in his assigned area and improved the Army image in the community.

### USAR Recruiter of the Year

**SSC Leon C. Stecker**'s hometown is Unionville, Mich. In September 1960, he joined the Air Force where he spent the next 8 years. In March 1982, he entered to the Army as a full-time USAR recruiter. His technical expertise is second to none as evident by his many awards such as CG's Club, Chief of Staff Award, top CMA Lansing Battalion FY 91 and top USAR recruiter Lansing Battalion FY 91. Stecker was assigned to Bay City Recruiting Company in July 1980. He is an active member of three civic organizations — American Legion, High School Adversary Committee and Commercial Art Skill Center Advisory Committee. He is well versed in the chal-



SFC Ken High, a Golden Knight from Harrison, Mich., discusses the team's performance with SFC Michael Hughes, Portage (Mich.) RS commander.

The Golden Knights made a featured appearance at the Kalamazoo Air Show

lenges and opportunities offered in a military career, and his opinions and knowledge are highly respected within his community.

### MILWAUKEE

Milwaukee Battalion distinguished itself in FY 91 by leading 4th Brigade in P18 achievement. The battalion made 150 percent of combined nurse commission during 4th quarter.

During the Middle East conflict, recruiters rallied in their communities to implement support programs. Recruiters organized letter writing campaigns, cookie bakes and book collections to let soldiers overseas know "Wisconsin Remembers."

### Top Guidance Counselor

**SSG Lawrence James**, Milwaukee Guidance Shop, has distinguished himself in FY 91 by his genuine concern and sincerity working with applicants. He has been able to impart his counseling expertise to his peers by conducting quarterly AGR training. His meticulous attention to detail resulted in an amazing zero erroneous enlistment rate during FY 91 out of 720. James' enthusiasm and dedication to duty are commendable.

### Top New Recruiter

**SSG Charles Stevenson**, Racine RS, achieved a 1.58 write rate and a GSA rate of one per month. This consistent production activity earned him the new recruiter of the year honor. His professionalism and rapport with educators, business leaders and prospects are noteworthy.

### Top Reserve Recruiter

**SGT Randall Sosinski**, Baraboo RS, has achieved or exceeded his mission box 35 of the past 42 months. His DEP management is exemplary, indicated by a zero failure-to-ship rate this past FY. Sosinski was able to overcome objections during

Desert Shield/Storm by transferring his own sense of patriotism and dedication to his prospects.

### MINNEAPOLIS

In a difficult wartime recruiting year, USAREC set all-time highs for the quality of the recruited force, and Minneapolis Battalion exceeded the USAREC marks: RA high school grads 98.2 percent  
I-IIIA 82.3 percent  
IV 0.002 percent  
USAR high school grads 97.9 percent  
I-IIIA 85.9 percent  
IV 0.009 percent

During FY 91 Minneapolis Battalion had 430 schools participants in the Stay in School/Stay off Drugs Program. The Governor of Minnesota issued state proclamation declaring school year 1991 as Stay In School month. There were also 4 mayoral proclamations declaring school year 1991-1992 Stay In School Year.

Minneapolis Battalion was very active during Desert Storm with Support our Country's Military (SOCM). The battalion helped with gift drives for the soldiers, greeting card signings at malls, St. Patrick's Day Parade to welcome home the soldiers and various other events.

### Best of the Best

Twelve recruiters from Minneapolis made Best of the Best. They are: **SSG Jeffrey A. Rogers**, **SGT Timothy M. Davidson**, **SSG Thomas J. Boivin**, **SFC Joseph D. Armstrong**, **SSG David D. Sowersby Jr.**, **SFC Charles W. Geszvain**, **SGT Bruce A. Johnson**, **SGT Russell D. Reynolds**, **SFC Richard L. Benefiel**, **SSG Jeffrey A. Gibson**, **Mr. Michael D. Olson**, and **SGT Dennis E. Young**.

# 5th U.S. Army Recruiting Brigade

As the sun sets on the horizon of FY 91, 5th Recruiting Brigade looks back upon a year of special mission accomplishments. In a year of worldwide changes, the brigade met each new challenge successfully.

As the center of recruiting activities for a 13-state area, the brigade boasts endorsements and proclamations of support for the Stay in School/Stay off Drugs Program by eight states and a dozen cities across the southwest. In the Spirit of Nursing Awards, the 5th Brigade not only acquired the highest number of schools participating, it also produced the national winner, the runner-up and four award recipients for outstanding essays.

## RA Recruiter of the Year

Since joining the Oklahoma City Recruiting Battalion in May 1990, **SGT Charlie R. Johnson Jr.**, has found success through his natural sales ability and talent for recruiting quality applicants. As a mainstay for Lawton Company, his consistent performance has made him a mission box recruiter for FY 91, achieving 192 percent of his GSA mission and 200 percent of his total volume mission.

## Reserve Recruiter of the Year

**SFC Thomas Kulick** from the Amarillo Company, Albuquerque Battalion, produced mission box, 170 percent GCA, 130 percent volume and also won the mentor of the year award for his dedicated work with students.

## RA Nurse Recruiter of the Year

**SFC Mary L. Cunningham**, Kansas City Nurse RS, made Best of the Best as well as brigade RA nurse recruiter of the year. Cunningham accomplished 187 percent of her assigned mission by achieving 15 RA nurse packets against a mission of 8. She also accomplished 400 percent of her commission mission by achieving 4 RA nurse commissions against a mission of 1.

The secret to her success — she makes herself highly visible and builds a rapport and trust with nursing students. "I enjoy representing the Army, and I like showing others that the Army is not just a job... it's a career," she says.

Cunningham is a single-parent and has an 11-year-old son, Shawn.

## USAR Nurse Recruiter

**SFC Eldom G. Hojem** of Denver Battalion is a hard-charger who understands the needs of each prospect and successfully pursues to match those needs with Army nurse programs. During FY 91, Hojem accomplished 133 percent of his assigned USAR mission. Hojem says his success during his 3 years in nurse recruiting is because he treats all the nurses as the professionals they are.



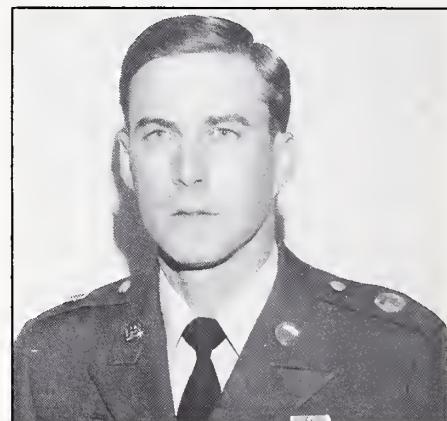
SGT Charlie R. Johnson Jr.



SFC Thomas Kulick



SFC Mary L. Cunningham



SFC Peter E. Dahlhauser Jr.

## New Recruiter of the Year

With little more than a year in recruiting, **SSG Kevin R. Edwards**, Oklahoma City Battalion, displayed qualities associated with well-seasoned recruiters, achieving 243 percent of his GSA mission and 260 percent of his RA volume mission. His efforts also earned him the honor of Best of the Best, accomplishing 289 percent of his GSA mission. His ability to help keep his applicants motivated and involved helped him to achieve zero DEP loss for FY 91.

Edwards and wife Tina have one son and one daughter.

## Guidance Counselor

Since **SFC Peter E. Dahlhauser Jr.**'s assignment to the Jackson Battalion, Memphis MEPS, he has been instrumental in the overall success of the guidance counselor shop. He is known for his exceptional attention to detail and knowledge of regulations and, especially, his positive attitude.

"It is difficult to express the satisfaction I feel each day when I sit down with young people and help them make decisions that benefit them as well as the United States Army," he said. He and wife Linda have three children, Angela, Peter III and Lisa.

## ALBUQUERQUE

The "Tiger Battalion" has gotten bigger, growing from more than 180 thousand square miles to over 246 thousand square miles and picking up seven new stations during the build down. The population tops four million, not including cattle, sheep, coyote, and other exotic critters. Someone accustomed to the more compact eastern battalion commented that a journey to visit all Albuquerque Battalion stations is not a trip, it's a career.

The Albuquerque constellation of superstars shines as brightly as any in USAREC and includes seven who earned the battalion "Eye of the Tiger" award for FY 91 excellence and a large and growing group of distinguished NCOs who are the Best of the Best.

## Top RA Recruiter for FY 91

Top RA recruiting honors were earned by **SSG James McGriff** of El Paso, who lives and works across-the-board excellence. He earned "Eye of the Tiger" status with 164 percent GSA and joined the Best of the Best ranks. McGriff also took annual honors as top high school senior recruiter with a 233 percent production record. Is he a good salesman? While his fellow Tigers attended the training conference, he was part of a wedding party on a cruise ship.

## DALLAS

Dallas Battalion enjoyed a successful year during FY 91. The battalion achieved 6 months of GSMA mission and wrote 200 percent of its RA WOFT mission for the year. On the Reserve side, all of Dallas' TPUs that deployed during Operations Desert Shield/Storm were at 100 percent—need we say more? During FY 91, Dallas awarded its field force with 23 gold badges and 10 recruiter rings.

In December, the battalion sponsored a mega-DEP function in Fort Worth, Texas. The function also included the "Stay in School" message when the mayor issued a SIS proclamation. Over 90 DEP members attended the function and 28 were promoted.

## Work Is a hobby

According to **SSG Augusta Grace Jr.**, one of his favorite hobbies is his work—recruiting. "It's up to us to provide a quality Army, and I'm enjoying that responsibility," Grace said. But the top RA recruiter also found time last year to read and fish—his other two hobbies—after achieving 24 contracts for a mission of 14. A field recruiter since 1989, he is assigned to the Dallas South Company, Grand Prairie RS. Grace earned his gold badge earlier this year. From Pensacola, Fla., Grace and wife Miriam have one daughter, Meyla, and three sons, Frank, Jahmal and Jared.

## Teamwork

**SSG William W. Gibbs**, a USAR recruiter for the Fort Worth Company's Downtown RS, has set his sights on attaining the rank of SGM. After achieving 53 contracts for a mission of 37, few in Dallas doubt his ability to succeed. "Working as a team with my RA counterparts helped me achieve mission," says Gibbs, who began his recruiting assignment in April 1990. He and his wife, Yolyn, reside in Bluemont, Texas.



**Dallas Battalion RTNCO doubles as Santa, but in real life is MSG Milton Dunn. (Photo by Dallas Bn)**

## DENVER

Stay in School highlights include public service announcements with four Indy race car drivers and the coach and two players from the Colorado Buffaloes. The battalion also set up a program with local radio stations to do 30-second SIS spots with local high school and college football and basketball players and coaches, to be aired during game broadcasts.

An invitation has been sent to all high school counselors to invite them to MEPS when a student from their school enlists in the DEP. This will enable them to see, first-hand, what type of processing a person goes through to enlist in the Army.

Many recruiters became very active in support groups for families of soldiers in Operation Desert Storm, coordinating meetings for the families, answering questions and putting together packages to send to the troops in Saudi Arabia.

## Shares the credit

**SSG Thomas Woodhams** believes the key to success to follow-up and honesty. The top RA volume producer for Denver in FY 91 wrote 24 quality contracts against a mission of 12. Woodhams says he owes a good part of his success to his station commander, "Without his help and guidance, I could not have done as well as I did." Woodhams also says, "Don't let your resources die, keep building them up." Woodhams and his wife Yvonne have one daughter, Kathleen, age 3.

## Never give up

**SGT David S. Ryan** says perseverance, enjoying the job and genuine concern for the applicant's welfare were the keys to his becoming top USAR producer for FY 91. Ryan wrote 37 contracts for a mission of 36. Seventeen of these were quality contracts, with a quality mission of fifteen. Ryan states, "Never give up. Even when it seems that you are on the bottom of the barrel, keep on going. Make that one extra phone call or house call." Ryan also said that his wife deserves a tremendous amount of credit for his success. "She was always very understanding." Leslie, his wife, is expecting their first child in June.

## HOUSTON

Houston Recruiting Battalion headquarters is located in the nation's fourth largest city. Geographically, the battalion encompasses 35,677 square miles in southeast Texas and five parishes in southwest Louisiana and operates 31 recruiting stations. The battalion A&PA office was directly involved in Houston's Desert Storm Victory and Welcome Home celebration, which included all veterans, especially those who served in Vietnam.

## Be the best

**SGT Alfred DuMond**, Humble RS, was selected as the top RA recruiter for FY 91. DuMond entered the Army from his native New York in 1981 as an automated system computer repairman, and his duty stations have included Fort Bragg, Camp Casey, and Fort Bliss. "Always strive to be the best you can be, and always enjoy the time you have with your family," says DuMond. He and wife Jane have a 5-month-old son, Jeffrey.

## Excellent endeavor

**SFC Randall Harvey** was selected top USAR recruiter for FY 91. He entered the Army in 1974 as a journalist and has had assignments at Dugway Proving Ground, Okinawa, Fort Lee, and the Pentagon. "Recruiting is an excellent field of endeavor," says Harvey, "and allows an individual to pursue a goal and to reach his full potential." Harvey and wife Maria have twins, Derreck and Ian, aged 6 months.

## JACKSON

Jackson Battalion made RA mission box for 4th quarter, FY 91. Six recruiters were presented their recruiter rings and six others were given Mentor of the Year Certificates. Thirteen recruiters were awarded Certificates of Excellence for recruiting during Operation Desert Storm.

For the second year in a row the battalion had the highest number of schools (458) participating in the Scholar/Athlete Program. Jackson was first in Brigade and third in USAREC for schools participating.

At the beginning of the year the battalion hosted a mega-DEP function at Elvis Presley's former home, Graceland, in Memphis, Tenn. The event was attended by over 600 DEP members, their guests and parents.

### Actively Involved

The top RA recruiter of the year for the Jackson Battalion is **SSG Howard A. Green**, who achieved 193 percent of his GCA mission and 150 percent of his assigned mission. Green credits his active involvement in the community as the reason for his success. He coached a Pee Wee baseball team to a 1991 championship in Mountain Home, Ark., where his one-man recruiting station is located. He and his wife Terri have two daughters, Shauna, 9, and Jessica, 3.

### Counselor of youth

**SSG Alford Lewis Powell**, the top USAR recruiter for Jackson Battalion, totalled 53 contracts with an assigned mission of 47. He spends many hours outside his normal duty hours counseling young people on their future goals, the advantages of obtaining a higher education and opportunities in the Army. The ring recruiter is a Mississippi native and holds a B.S. degree in political science. He likes to fish, play baseball and run.

### Top Nurse Recruiter

**SFC Joe Amos Dotson**, the top nurse recruiter in the battalion, achieved 100 percent of his commission mission and 117 percent of his packet mission during FY 91. That led him to be selected as the top nurse recruiter in the battalion and nominated as the top brigade nurse recruiter. In 1991 Dotson received an AAM for his efforts in support of Operation Desert Storm. He teaches Sunday school and wants to become a minister. He and his wife Lura have four children: Xavier, 11, Amos, 7, Le'Joseph, 3, and Charity, 8 months.



**SSG Angela Harris, Jackson MEPS, gives a kiss of congratulations to her husband, Jackson RS recruiter SFC Kenneth A. Harris on his promotion.**  
**(Photo by Jimmie Hartfield)**

## KANSAS CITY

The targets were out there, just waiting for a sure shot like the Heartland Battalion. The battalion recently hit the biggest target and was recognized in 5th Brigade for being the outstanding RA nurse recruiting battalion of the year. The battalion's one-of-a-kind "Stay in School" poster featuring Kansas City Chiefs player, Neil Smith, and its Declaration of Education contract rallies at high schools will capture the Class of 92. A battalion-wide mega-DEP function where MG Jack C. Wheeler promoted 130 DEP soldiers was another target hit. Our sights are set on next year's targets and the Kansas City Battalion will be right on the mark.

### Fast track

A gold badge recruiter, a star sapphire and the battalion's top rookie recruiter honors — in 15 months that's what **SGT James Hart** has achieved. Hart, assigned to Springfield Seminole RS, says recruiting is a lot of long hours, but he's proud of what he has accomplished and is going for his recruiter ring. His wife Kimbur is originally from Springfield.

### Never give up

**SGC Timothy Benson** is a Best of the Best USAR recruiter for the Manhattan RS, achieving 26 contracts with a mission of 6. "As long as you keep it in your mind that recruiting is fun, you'll never give up," explained Benson. In 3 of the past 4 years, he has been the battalion's top USAR recruiter. Benson is also a member of the Cavalry Team, an honor given to the battalion's "best" recruiters.

Benson and his wife Janice have two sons, 5-year-old Chris and 4-year-old Matt.

## Horse soldier

From the hills of Missouri, USAR recruiter **SFC David Campbell**, Warrensburg RS, is on the Brigade Commander's Advisory Committee for Army Reserve. He was recently awarded his recruiter ring at the battalion's Annual Training Conference and is a Cavalry Team member.

He and his wife Diane have three children, 11-year-old Christina, 7-year-old David, and 4-year-old Jonathan.

## NEW ORLEANS

The greatest single impact of 1991 was build down. From a small, three-company battalion, New Orleans Battalion doubled to six companies and nearly tripled its territory to 60,353 square miles. Formerly serviced by one MEPS, enlistments are now processed through three.

### Top RA Recruiter

**SSG Robert E. Walpole Jr.** of Ocean Spring RS was named RA recruiter of the year. Walpole demonstrated consistency throughout the year in making mission box, surpassing quality enlistment requirement and volume goals. He originates from Miami, Fla., and has been in recruiting since 1989. "I have to attribute my success to our DEP program and the excellent ROTC department in my high school," says Walpole. When he finds spare time, he enjoys water skiing, fishing and motorcycle riding.

### Top USAR Recruiter

**SGT Donna E. Lockett-Lopez** of Ryan RS was named USAR recruiter of the year for displaying consistency during the year in making mission box. She has developed lasting community relationships over the year. Lopez is a native of Baton-Rouge, La., and joined the Army as a finance specialist. She began her recruiting career August 1989 at the Baton-Rouge Main Recruiting Station. Determination to always try seems to be the key to her success. During her free time; Lopez enjoys cooking, hiking and traveling.

### Mentors of the Year

Three days of most weeks, **SSG Michael W. Scott** of Gretna Recruiting Station devotes time to work with the students at his two high schools, either assisting the baseball coach, or working with JROTC cadets.

**SGT Anthony T. Bromell** of the Opelousas Recruiting Station is past PTO president at his daughter's elementary school and supportive at his other daughter's junior high school. A Boy Scout leader in Opelousas, he also assisted the coach in working with football and track teams. Their influence on students to stay in school and stay off drugs reached those in 11 high schools.

## OKLAHOMA CITY

Recruiting in the Oklahoma City Battalion will be predictably slow during the cold month of December — but only because of some hot legwork during the summer months. The Best of the Best program will allow 19 RA and 12 USAR recruiters a "mission free" month.

Of special note, all five USAR recruiters of the Lawton Recruiting Company earned Best of the Best honors. For the nurse program, half of the four 5th Brigade Army nurse recruiters earning a first quarter without mission belonged to the Oklahoma City Battalion. One of the two, SFC Don Smith, was the only Reserve nurse recruiter within the brigade to be selected.

### Mainstay

Since joining Oklahoma City Battalion in May 1990, **SGT Charlie R. Johnson Jr.** has found success through his natural sales ability and talent for recruiting quality applicants. As a mainstay for his Lawton Company and the battalion, his consistent performance has made him a mission box recruiter for FY 91; achieving 192 percent of his GSA mission and 200 percent of his total volume mission. Johnson and wife, Dolphine, have two children, Charlie and Arika.

### Wants a challenge

Before becoming a recruiter, **SFC Curtis B. Mathis** worked in the aviation field and was a drill instructor. Desiring a challenge, he entered recruiting and joined the Capitol Hill RS, Oklahoma City Company. The USAR recruiter certainly found a challenge, but with his solid foundation of honesty, integrity and motivation he produced 147 percent of his GCA mission and 149 percent of his volume mission. He also accomplished 267 percent of his CMA mission during FY 91. Now, with only 11 months of production behind him, he is on the path toward earning the recruiter ring. Mathis and his wife Darlean have two sons and two daughters.

### Army ambassador

"The Army ambassador to the community" is a fitting description for Oklahoma City's distinguished active Army nurse recruiter. **SFC James R. Lewis'** ability to interact with nursing students and their enthusiastic reception of the Army offer comes as a result of his honest and straightforward manner in depicting the Army. The 10-year Army veteran says there is no secret to his success — he just makes appropriate use of recruiting tools whether he is speaking with college students, educators, civic leaders or the general public about the Army Nurse Corps. Through his efforts the community has placed goodwill in favor of the Army Nurse Corps. Lewis and his wife Jean have two children, James and Tabitha.



**SFC Robert J. Jones**, station commander at Perrin Oaks RS, briefs a group of touring Czechoslovakian dignitaries. (Photo by Jackie Thomas)

## SAN ANTONIO

Texas Governor Ann Richards signed a proclamation making 1992 "Stay in School/Stay Off Drugs" year in the state of Texas. Proclamations were also signed by the mayor of San Antonio and other cities where San Antonio battalion recruiting stations are located. LTC Peter A. Rich III, battalion commander, presented Honorary Recruiter Certificates to the Texas Secretary of State and the Texas Deputy Commissioner of Education for their "Stay in School/Stay Off Drugs" program support.

### Top RA plus 2 USAR contracts

In FY 91, **SFC Vasco Perry Jr.** recruited 32 against a mission of 14 and, for good measure, recruited two USAR contracts. Perry has been assigned to San Antonio Battalion for the past 3 years and calls Americus, Ga., home. He was named 5th Recruiting Brigade's top regular Army recruiter for the Best of the Best incentive program. Perry was also named San Antonio Battalion's RA Recruiter of the Year, RA GMA Recruiter of the Year and RA HSSR Recruiter of the Year during battalion's annual training conference in November. Perry was an RA recruiter with the Perrin Oaks Recruiting Station.

### Positive attitude

When asked what her philosophy on recruiting is, **SFC Mary E. Dickenson** unhesitatingly says, "Keeping a positive attitude. Keep smiling and being sincere with my applicants whom I treat as if they were my own kids." In FY 91, Dickenson wrote 44 contracts against a mission of 25. Dickenson has been assigned to San Antonio Battalion for the past 2 years and is from Seattle, Washington. She is now with San Antonio East Company's McCreless RS.

## ST. LOUIS

The St. Louis Recruiting Battalion is proud

of making RA box for 3 straight months and for 4th quarter in FY 91. Thirty-seven "Gateway Battalion" RA and USAR recruiters qualified for Best of the Best status. St. Louis also wrote a page of Army Nurse Corps history with the commissioning of the first Army nurse to also hold a West Point commission.

In 1991, Stay in School remained a strong theme with Gateway recruiters with active participation by 501 schools, the endorsements of two governors, 15 mayors, and public service support of celebrities like St. Louis Cardinals' shortstop Ozzie Smith. In July, the battalion welcomed Peoria Company — the Heartland of Illinois — to the Gateway battalion. The battalion continues to have a strong Family Action Committee.

### Can do

The St. Louis Battalion RA recruiter for FY 91 is **SGT David W. Burns**, station commander of the Carbondale (Ill.) RS. Burns' "can do" attitude resulted in his achieving 300 percent of his assigned mission and being mission box for FY 91. Ninety-two percent of his contracts were 1-111As. Called a "natural leader and role model," Burns attributes his recruiting success to a clear-cut vision of his goal: "I'm a soldier and I know what I have to do to get the job done." Burns and wife Lisa have two daughters, age 9 and 7.

### Overproducer

The St. Louis Battalion USAR Recruiter for FY 91 is **SFC James O. Spence Jr.**, who wrote 46 contracts for a mission of 31 for 148 percent. Spence, to his credit, also overproduced in all "Alpha" categories. Being on top is nothing new to this Decatur (Ill.) recruiter — he won top USAR recruiter in FY 90, too. Besides the repeat performance, Spence earned the coveted recruiter ring and a meritorious promotion in FY 91. This former military policeman talks often about the importance of "maintaining success." It looks like Spence practices what he preaches.

# 6th U.S. Army Recruiting Brigade

For 6th Brigade, Fiscal Year 1991 was another year of outstanding achievement. Of the 14,721 RA soldiers the Fightin' Sixth put in boots, 98 percent of them were high school graduates. And, RA TSC-I-IIIA accessions were a record breaking 79 percent, while RA TSC IV accessions were held at 1 percent, out lowest rate ever. WOFT topped 203 percent and ROTC referrals were 103 percent. Nurse recruiters also over achieved with 144 percent of RA commission mission and 105 percent of the commission mission for Army Reserve. The 6th Brigade nurse recruiters also provided 44 percent of all ANCP packets, with 8 out of 18 submitted USAREC-wide. In other areas, the S1 Division had some firsts: They conducted the first brigade-wide Family Symposium, the first in all USAREC Stress Management Training Conference and, for another first, conducted free Health Risk Assessments at brigade headquarters and the Sacramento and Phoenix Recruiting Battalions.

## Loves challenges

Endless energy is one way to describe **SSG Loriann R. Watt**, 6th Brigade RA nurse recruiter for FY 91; she never seems to run down. The former radio repairer started out as a field recruiter for the Tempe Company earning the top new recruiter for FY 88 becoming RA nurse recruiter for Phoenix Company (Phoenix Bn) in FY 90.

"Nurse recruiting is a real challenge and I love challenges," said Watt. In FY 91 she put 20 nurses in boots, finishing the year with 154 percent mission. "You have to have fun, a good disposition and above all keep on smiling," she said.



SSG Loriann R. Watt

## Being very visual

**SSG Jeffrey A. Schaefer**, the top RA recruiter of FY 91 for Phoenix Recruiting Battalion and 6th Brigade, has literally taken the battalion by storm. Assigned to Tucson East RS since January 1990, he earned his gold badge in 7 months, his recruiter ring in 20 months, and recently received a meritorious promotion to SSG. Due to Schaefer's outstanding performance for FY 91, he has been selected to be a station commander.

Schaefer believes his success is attributed to several factors, but the most important is: "being a very visual part of my high school, having a good DEP referral program, and last, but not least, dedication and a lot of long hours."

Schaefer and wife Sheryl live in Tucson, Arizona.



SSG Jeffrey A. Schaefer

## Looking forward

**SGT Catherine Griffiths** joined Seattle Battalion in 1989 and immediately set her sights on becoming one of the battalion's best USAR recruiters. Proof of her success came when Griffiths received the award as the top USAR recruiter for Seattle Battalion for FY 91. Working out of the Lakewood Recruiting Station in Tacoma, Wash., Griffiths achieved an outstanding record of 40 contracts for a mission of 33, and is looking towards the day when she can step forward to claim her recruiter ring.

## Treat them special

**SFC Charles T. Ingram** of the Portland Nurse Recruiting Station is distinguished as 6th Brigade's Reserve nurse recruiter of the year. Ingram's commission mission was 4 for 4, while his packet mission was 19 for 10. Ingram arrived at the Portland Recruiting Battalion in 1985 as a Reserve recruiter for the Eugene Company. In April 1987, he became a Reserve nurse recruiter. "I rely heavily on referrals," he stated. "I treat each of my applicants as special."

When he takes time away from recruiting, he enjoys fishing and bow hunting. Ingram attributes much of his success to the support of his wife, Debra.

## LOS ANGELES

Los Angeles Recruiting Battalion recruiters made major gains in 1991. Their consistent efforts began to pay off midyear as April ended with five of six companies RA mission box and the battalion box for the 3d quarter. Hard work and diligence again paid off as the battalion boxed both sides in September and the 4th quarter. From the L.A. area of operations, 3,153 soldiers joined the Regular Army and the Army Reserve.

Our location in a major media center brought more than a fair share of media interest during operations Desert Shield and Desert Storm. Local, national and international press reporters sought to interview recruiters, DEP and DTP enlistees, and applicants. As a result, our soldiers appeared in numerous newspaper articles and in news clips on radio and television. Celebrations and Welcome Home activities kept us busy, as well showing the uniform in support of many community activities.

### RA Recruiter

**SSG Arthur Vanwyngarden**, our top RA recruiter, spent 9 years as a military policeman after graduating from Warren Central High School, Indianapolis, in 1980. He ended the year 30 for 20 and 191 percent GSA.

### USAR Recruiter

**SSG Veronica Sims**, a Long Beach (Calif.) native, graduated from St. Joseph's High School in Lakewood. She joined the Army in 1978 as an administrative specialist on active duty in the Army Reserve, volunteering for recruiting in 1988. For FY 91, Sims was 44 for 35, was 133 percent GCA and 350 percent GCFA.

## PHOENIX

Phoenix upheld its motto as the "Best in the West" during FY 91, finishing 6th in USAREC for RA quality production and number one in USAREC for USAR quality production. Over 23 percent of the RA recruiters, two large production stations and one RA nurse recruiter earned Best of the Best.

Phoenix Bn earned the overall top battalion award for 6th Recruiting Brigade, with the brigade's top RA recruiter, top new recruiter and top RA nurse recruiter coming from Phoenix to compete at the USAREC awards board in December.

### Clued-in

**SSG Scott Mandile**, top USAR recruiter, has been successfully recruiting since 1987 from the Phoenix North Recruiting Station. "I make it my business to become clued-in on the applicant's needs, interest, wants and goals, then I do everything possible to help them achieve their goals. The Army Reserve has a lot of benefits to offer. Mandile, who recently received his recruiter ring, believes that being a team player is one of the most important aspects in recruiting.

### Confident

Success, says **SFC Donald J. Renyer**, senior guidance counselor, "is being confident and believing in what you're doing." With Phoenix since 1985, Renyer has been a field recruiter, RT, station commander, and received his recruiter ring and a meritorious promotion in 1989. "The philosophy of taking care of the soldier applies to the potential soldier as well. To be successful in recruiting, you have to be a

successful NCO," says Renyer. He enjoys spending time with his family, and feels their support and understanding are a major contributor to his success.

## PORTLAND

The activities associated with Operations Desert Shield and Storm provided a multitude of highlights in the Portland Battalion during FY 91. Those highlights culminated in the selection of a young Desert Storm soldier to serve as a Grand Marshal in Portland's annual Rose Festival Parade. More than 450,000 people lined the streets of Portland to watch the parade which was also televised live to 11 western states.

The battalion also conducted a very successful Mega-DEP event and received a Stay In School/Stay Off Drugs proclamation from the Governor of Oregon.

For the second consecutive year the battalion's nurse recruiting station finished at the top of 6th Brigade.

### State of shock

When **SFC Gary Hay** thinks about when his name was called out as the battalion's top USAR recruiter he describes himself as in a "state of shock." "I had no idea that I won the award," says Hay. "I basically just went out and did my job without thinking about earning any awards," Hay said. Hay has been a USAR recruiter at the Corvallis Recruiting Station for almost 5 years. He claims he has no secret for success. "I just get out in the community and meet the people who live and work there," he said. "Once you become known and trusted, the job becomes a lot easier," he said. Hay earned the top recruiter honor by achieving mission box for the year as well as 160 percent GCA.

### Planning ahead

"I had a goal and saw that goal through," is how **SFC Paul McCaughey**, North Bend RS commander, explains how he took the top RA award. McCaughey had a great recruiting year, achieving mission box and 200 percent GSA for FY 91, and also received top honors as the battalion's top high school senior contracts. "I'd like to see North Bend go for a three-peat," said McCaughey, referring to North Bend's top medium RS award from FY 90, and his honors in 91. "I am already setting my goals for FY 92," he said. Hard work, goal setting and the strength of character to see those goals through are what separates the mediocre from the champions.



SSG Malone, SSG Lampkin, SGT Snyder (inside truck) and SPC Hampton, a Gulf war returnee, wave to the crowd from the recruiting entry in the Oakland (Calif.) Welcome Home Parade. San Francisco Bn recruiters made sure the duece and a half was suitably decorated with the Stay in School message.

## SACRAMENTO

The Sacramento "Eagle Battalion" closed out FY 91 with an outstanding ATC that featured USAREC commanding general MG Jack C. Wheeler as the guest speaker. With battalion commander LTC Roosevelt Flanagan, Wheeler paid tribute to many outstanding battalion personnel responsible for another banner year in overall recruiting production.

Both recruiters and leaders take a keen interest in a "total" recruiting process — from PMS to serious training programs, from DEP/COI and DEP/DTP news releases to effective TAIR and RSC asset employment, from working hard (and smart) to quality of life support through leadership and operative support groups.

Highlights of the year include efforts where USAR assets assisted in building a better image for the Army — at the California State Fair, the National Championship Air Races in Reno, and the week-long Fresno Army Days. A major highlight was when California Governor Pete Wilson signed his endorsement on May 7, 1991, in support of the Army's Stay in School/Stay off Drugs program. Wilson's endorsement resulted in higher recognition of the Army and increased acceptance throughout the schools.

Award winners for FY 91 include **SFC Patrick Bochenek** of the Placerville Recruiting Station attaining "Top Small Station"; **SSG Gregory Parks** of the Florin Station for being elected "High School Senior Recruiter of the Year"; and **SSG Donnie E. Webb** of the battalion S-1 (PSNCO) being selected as "Top Support Soldier of the Year."

For FY 92, Sacramento Recruiting Battalion is "going for the gold."



During Fresno Army Days, Army Reserve and RA recruiters show some of the Army's equipment and talk to the public about opportunities for young people. (Photo from Sacramento Bn)

Reed believes young people should be aware of all available career opportunities. Knowing from experience the advantages Army training offers, he takes pleasure in sharing his experiences with others.

He and wife Angela have a 2-year-old, Sidney, and expect another child in February.

### Top USAR Recruiter

**SSC Todd B. Galloway** of the Ogden RS in Utah was top USAR recruiter with 186 percent achievement. A native of Boise, Idaho, Galloway joined the Army in 1975 as an airborne infantryman and became a recruiter in 1988.

Galloway and wife Shannon have three children, Jacob, 9, Sarah, 3, and Lauren, 3 months.

### Best of the Best Recognition

Being recognized as Best of the Best is a noteworthy accomplishment with the South Salt Lake City RS in Utah and Boise RS in Idaho garnering that honor for the battalion.

South Salt Lake RS achieved 22 contracts with a mission of 11, for 200 percent production. The Boise RS attained 180 percent of assigned mission by enlisting 38 with a mission of 21.

USAR recruiting success also came to Boise RS with an achievement of 14 against a mission of 6 for 233 percent mission accomplishment. The West Valley RS in Utah went 188 percent by enlisting 15 with a mission of 8.

The Best of the Best in the individual accomplishment category was topped by **SSG Benjamin Gillespie** of the South Salt Lake City RS in Utah with 8 enlistments and a mission of 3 for 266 percent. Also reaching the 266 percent mark is **SGT David A. Blake** of the Boise RS in Idaho.

**SSG Michael E. Bond**, Great Falls RS in Montana attained 233 percent, followed by

**SGT Michael W. Hargis**, also of Great Falls with 225 percent. **SSG Mark A. Finney**, Missoula RS in Montana attained 220 percent. **SSG Louis M. Jasso**, South Salt Lake RS also attained 200 percent as well as **SSG Mark S. Walsh** of the Sandy RS in Utah.

Boise station's **SSG Mark Christie** attained 180 percent as did **SFC David A. Bohac** of the LaGrande RS in Oregon. Attaining 175 percent was **SSG Stuart F. Smith** of Twin Falls (Idaho) RS, along with **SGT Gary L. Pagel** of the same recruiting station, and **SGT Kevin D. Borth** of Great Falls RS in Montana.

**SGC Raymond V. Miller**, assigned to the Ogden Nurse RS, was top USAR nurse recruiter with mission box plus two nurse commissions.

## SAN FRANCISCO

Operations Desert Shield/Storm heavily involved the San Francisco Battalion in FY 91. Recruiters pitched in to help the troops, organizing "Yellow Ribbon" support chapters, collecting necessities for the troops, and, when the war was over and the troops returned, attending dozens of Welcome Home celebrations to show the flag. A major event was the successful incorporation of Honolulu Company (formerly Honolulu Battalion), which became part of San Francisco Battalion in April.

FY 91 saw a strong commitment to "Stay in School" with support from the governors of California and Hawaii. The battalion began bringing the "Stay in School/Stay off Drugs" message to 255 middle schools and junior high schools in coastal northern Calif., Hawaii and the Pacific.

In FY 91 the battalion accomplished 200

percent of its Active commissioned nurse mission and 114 percent of its USAR commissioned mission, and produced 8 of the 18 ANCP packets accomplished by 6th Recruiting Brigade. The battalion achieved USAR nurse mission box in FY 91.

### RA Recruiter

**SFC Anthony Porchia**, a native of South Carolina, joined the Army in 1980. He became an Army recruiter in 1987. He and wife Vanessa have three sons, Clyde, Anthony Jr., and Thomas.

### USAR Recruiter

**SFC William R. Collins**, a native of Ohio, joined the Army Reserve in 1975, after an active duty tour with the Navy. He became an Army Reserve recruiter in 1988. He and wife, Marylee, have four sons, all grown.

### Guidance Counselor

**SFC Elaine M. Alejos** was born in Minn., joined the Army in April 1975, and became a recruiter in October 1986. She and husband Louis have three children (all grown), two girls, Toni, Tina, and son Harold.

### RA Nurse Recruiter

**SFC Stephen P. Goodan**, a native of South San Francisco, Calif., joined the Army in 1981 and became a recruiter in 1987 and a nurse recruiter in 1991. He and wife Marisol have a son, Johnathan.

### USAR Nurse Recruiter

**SFC Gregory Smith**, a native of Minn., joined the Army in 1974. He became a recruiter in 1982 and a nurse recruiter in January 1990. He and wife Emma have two children, Emanuelle and Greg.

### SANTA ANA

For the U.S. Army Santa Ana Recruiting Battalion, the fifth largest battalion in USAREC, FY 91 was a very good year — top RA producing battalion in 6th Brigade and finishing 3d in USAREC for RA GSA. FY 91 proved very successful for seven recruiters from the Santa Ana Battalion who received their recruiter ring. The battalion conducted the largest back-to-back three mega-DEP functions, attendance just short of 1,000, since super-DEP events began their history with this battalion in the summer of 1986. The first of the back-to-back mega-DEP functions was attended by BG Terence M. Henry, DCG.

### Top RA Recruiter

**SFC Tyrone D. McFadden**, formerly a 13B cannon crewmember, has been in recruiting since 1988. McFadden recruited 29 for a mission of 17, 171 percent of his FY 91 mission to capture the title of top RA recruiter for the battalion. Of his 29 contracts, 22 were I-IIIAs. McFadden is an avid boxer and overall outstanding athlete. A native of Beatrice, Ala., he and his wife LaBrena live in Lancaster.

### Top USAR Recruiter

**SFC Walter Bradford**, also joined the Army to become a 13B, and has been named the top USAR recruiter for FY 91 in the battalion after enlisting 25 into the Reserve for 109 percent of his assigned mission. Bradford has served in the Army for 16 years, 6 of those in recruiting, and 3 as an Army nurse recruiter. Originally from Ohio, Bradford and his wife Deborah have one daughter.

### SEATTLE

The U.S. Army Seattle Recruiting Battalion became much larger in 1991. As a result of the continued downsizing of USAREC, the Honolulu Battalion was eliminated and Seattle Battalion became responsible for all Army recruiting activities in the state of Alaska. The wheel has turned full circle for the Seattle — in the mid-1970s Alaska was part of the command. Now that Alaska has "come home," so to speak, Seattle is once again the geographically-largest battalion in USAREC.

### Attention to detail

**SGT Timothy Kerber**, a former field artillery fire direction specialist, has learned that being a recruiter requires just as much attention to detail as the artillery. In both cases, being on time and on target are vitally important. Kerber joined Seattle in June 1989 and was assigned to the Lewiston (Idaho) Recruiting Station. He immediately began a career that has earned him three gold stars, his gold badge, three star sapphires and selection as the top RA recruiter for the battalion for FY 91. Kerber has achieved a remarkable 150 percent of volume and 175 percent of GSA. Kerber, who has decided to change his MOS to 00R, lives with his wife Terry, a native of London, England, in Lewiston, Idaho.



At a Stress Management Workshop offered by the brigade S-1, participants receive instructions for the Muir Woods walk.  
(Photo by CPT San Nicolas)

# Recruiting & Retention School

FY 91 was another outstanding year for the Recruiting and Retention School. Its training mission continued despite Operation Desert Shield/Storm deployments and the Command's unique production requirements.

Over 1,600 new recruiters graduated from the Army Recruiter Course (1,305 RA and 306 USAR). These were the highest quality recruiter candidates in the history of the ARC and many veterans of the Persian Gulf War are now showing what they can do in the recruiting field.

The Advance Course graduated 1,276 from the Recruiting School, preparing them for specific duty assignments in USAREC. The Station Commander Course had 639 graduates, Guidance Counselor Course had 198, Recruiting Operations Course 100, Nurse Recruiting Course 154, Recruiting First Sergeant Course 69, and the Recruiting Commander Course graduated 116 new company commanders in FY 91.

RRS remained proactive in the development and conduct of training to keep pace with the dynamic demands of the recruiting and retention business with the following initiatives in FY 91:

- Increased face-to-face prospecting practical exercise scenarios in the ARC to help diversify recruiters' prospecting training and techniques.
- ARADS training was enhanced in the Station Commander Course to further indoctrinate new station commanders on the system.
- New closed-loop practical exercises were developed in the Recruiting Commander and Recruiting First Sergeant Courses.
- The Nurse Recruiting Course incorporated a nurse sales interview as a hurdle for graduation and raised the standards on all other exams.
- Helped develop the new TTE program, USAREC Pam 350-2, scheduled for publication 2d Quarter, FY 92.
- Developed the new Skill Development Test for MOS 00R.

## Teachers of the Quarter

1st Qtr saw **SFC Sammie Howard Jr.** named as Teacher of the Quarter. This Alabama native is a former materiel control and accounting specialist who has spent plenty of time at the "school house," having attended the ARC, ANCOC, Station Commander, Guidance Counselor, and Master Fitness Trainer Courses.

This gold badger and his wife Terri have three children, Quiana, Samuel, and Sonia. **SFC Charles D. Brown** was named Teacher of the Quarter for 2QFY91. This instructor/writer assumed duties at RRS in May 1990. From North Carolina, he was originally a personnel administration specialist before coming to USAREC.

Formerly a station commander in the New York City Battalion, this gold badger is married to the former Janette Law, and has two children, Latoya and Surnita.

**SFC Thomas S. Dilley Jr.**, 3QFY91 Teacher of the Quarter, entered the Army as an MP in 1978. Before coming to the RRS in June 1990 as an instructor/writer, Dilley most recently served as a brigade Retention NCO at Fort Campbell from 1987-1990.

Dilley and wife Barbara Ann have a son, James, and a daughter, Anne.

4QFY91 Teacher of the Quarter **SFC Steven E. O'Connell** is originally from Dover, New Hampshire, and entered the Army in 1976. Although he began his Army career as a heavy equipment operator, he really shines as a ring recruiter.

An instructor/writer at RRS since June 1991, his most recent assignment was as a station commander in New Haven Bn. O'Connell and wife Julie have four children: Stacee, Kristin, Joshua, and Elias.



SFC Sammie Howard Jr.



SFC Charles D. Brown



SFC Thomas S. Dilley Jr.



SFC Steven E. O'Connell

## **RSC Schedule**

### **RSM December**

#### **Cinema Vans**

ALBANY, Dec 2-6  
ALBUQUERQUE, Nov 26 - Dec 13  
DETROIT, Dec 2-13  
HOUSTON, Dec 7-13  
INDIANAPOLIS, Nov 26 - Dec 13  
LANSING, Nov 26-29  
LOS ANGELES, Nov 26 - Dec 6  
NASHVILLE, Nov 26 - Dec 3  
PORTLAND, Nov 26 - Dec 13

#### **Cinema Pods**

BALTIMORE, Dec 2-13  
LANSING, Nov 26 - Dec 13  
NEW ORLEANS, Nov 26 - Dec 13  
NEWBURGH, Nov 26 - Dec 13  
OKLAHOMA CITY, Nov 26 - Dec 13  
SALT LAKE CITY, Nov 26 - Dec 13  
SYRACUSE, Nov 26 - Dec 13

#### **High Technology Exhibit Van**

PHILADELPHIA, Nov 19 - Dec 13

### **RSM January**

#### **Cinema Van**

BALTIMORE, Jan 13 - 24  
INDIANAPOLIS, Jan 20 - 27  
JACKSON, Jan 13 - 24  
MILWAUKEE, Jan 20 - 27  
OKLAHOMA CITY, Jan 13 - 27  
PHOENIX, Jan 13 - 23  
SACRAMENTO, Jan 13 - 24

#### **Cinema Pods**

ALBUQUERQUE, Jan 13 - 24  
HARRISBURG, Jan 13 - 27  
LANSING, Jan 21 - 24  
NEWBURGH, Jan 13 - 24  
RSC Jan 25 - 31  
SAN ANTONIO, Jan 10 - 27  
SAN FRANCISCO, Jan 13 - 24  
ST. LOUIS, Jan 13 - 27

#### **High Technology Exhibit Van**

SANTA ANA, Jan 13 - 27



***Happy Holidays***

***from your***

**Recruiter Journal Staff!**



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